But this scholarship had significant. "blanks" and "black holes," shortcomings and unresolved problems. The quantitative growth of the field of American studies unfortunately was not accompanied by an improvement in the quality of research or in the application of modern research meth-

Some of the problems can be attributed to restrictions placed on scholars under the Communist regime. Now, in the wake of the overthrow of that regime, we have the opportunity to reform our scholarship-if we are willing to make the effort.

The problems are clear. Perhaps the greatest shortcoming of Soviet Americanists was their denigrating and vituperative approach to the United States, which was based in Com-

munist ideology and excluded comprehensive and objective investigation. It reduced some fields of history-especially the study of modern American foreign policy—to vacuous insubstantiality. Works by Soviet scholars tended to accuse the United States and its leaders of nearly all the mortal sins and portrayed the United States to Soviet readers as a persistent enemy. Book titles such as American Imperialism—the Worst Enemy of the People, Parasitical Predatory Imperialism, and Piratical Road of American Aggressors were common during the cold-war years.

The study of working-class and democratic movements in the United States, as well as Soviet-American relations, was considered to be among the traditional strong points of American studies in the former Soviet Union. But even in these fields, serious gaps and shortcomings existed. For example, Soviet Americanists of ten were not sufficiently objective when they studied the American working class, the general economic situation in the United States, or the quality of life of most

The way that Soviet scholars studied the founding of the American Republic provides an example of how we let our ideological blases lead us astray. At one time, the Philadelphia Convention was charac viet historians as a "conspiracy against the people," and the Constitution of 1787 was called conservative and reactionary. It might seem that this approach was a thing of the past, but even in 1988, when restrictions already were being loosened on scholarship, an authoritative work prepared by a group of historians at Moscow State University emphasized that the American Constitution "was created for the defense of the class interests of the bourgeoisie, for the protection of the primary American freedom—the freedom of private enterprise." The Constitution today only "sanctions



Improving the Quality of American Studies in the Post-Soviet Era

. . . the existing political mechanism of the dictatorship of monopolies," we were told.

But did not the Declaration of Independence, the Constitution of 1787, and the Bill of Rights express general human interests? Did not they lay down the foundations of a state based on law? Did not the Constitution endorse the principle of division of powers for the first time? Of course, the Constitution has its limitations and shortcomings; in the 18th century, needless to say, constitutional rights did not extend to the entire people of the United States. But somehow historians in the Soviet Union treated the very concept of a lawbased state as bourgeois, and law and morality as strictly class concepts.

A rigid class approach also pushed our American studies in the Soviet Union into a self-induced isolation from scholarship abroad. When we looked at the diverse historical literature in the West, we seldom studled the positive aspects of the achievements of American historians—including the work of the "new social historians" who pioneered the study of non-elites in the Colonial period or of the new labor historians who have revolutionized our understanding of 19th-century labor relations. We ignored their application of quantilative methods to history and their interdisciplinary analyses. In the last 50 years, we did not translate a single major work by an American historian into Russian, apart from the writings of two well-known Marxist authors, Herbert Aptheker and Philip Foner. What would have happened to physics if only works written by Communist physicists in other countries had been translated into Russian?

Finally, our biases caused us to focus more on ideological purity in our writings than on accuracy and professionalism. When scholarly journals and publications were on guard against the appearance of even the

most innocent "heresy," they were little concerned with maintaining even an elementary level of professional standards. Thus it is not surprising that serious research articles disappeared from scholarly publications, giving way to an abundance of all sorts of popular editions and propaganda pamphlets. Evenour leading Americanists gave less and less attention to careful checking of factual material and made quite incredible mistakes for which there could be no justification whatsoever. For example, in his biography of Benjamin Franklin, Robert F. Ivanov, a professorathe Institute of General History, made Franklina contemporary of Sir Isaac Newton and confused U. S. President John Adams with his son John Quincy Adams, Unpardonable mistakes in footnotes became so common that we spoke of them as the rule rather than the ex-

Some problems no doubt had to do with the limited access that Soviet scholars had to historical documents and archives in our own country that, for example, could illuminate U.S.-Soviet relations, and with the limilations on our ability to travel and study . I hope that these conditions are changing

O FND THE ISOLATION OF OUR RESEARCH, WE must draw up a concrete plan for translating the best works by American historians into Russian during the next 10 to 15 years, as well as providing for regular translations of the best new books and articles. We must forsake our moral tone and ideological bius in studying the work done by historians in the United States and in Western Europe.

Above all, we must change the way that we train our young Americanists. The institutes of the Russian Academy of Sciences are detached from higher education, and not many members of the academy have been enlisted in the educational process. Special seminars for undergraduates and postgraduates at leading academic institutes would be useful. Perhaps it would be worthwhile to invite leading Russian scholars to supervise graduate theses and to give special seminars on selected American topics. Further, the quality of theses presented for scholarly degrees must be decisively

Finally, the paramount and indispensable elements needed to bring about a turn in the study of U.S. history in Russia are systematic professional ties with foreign-first of all. American-scholars and expanded programs allowing our Americanists to work in U.S. archives and libraries.

Nikolal N. Bolkhovitinov is a corresponding member of the Russian Academy of Sciences and head of the department of American history at the Institute of General History in Moscow. This piece was adapted from an article in Reviews in American History (Vol. 19, No. 2, 1991).



THE CHRONICLE

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Quote, Unquote

News Summary: Page A3

"What a lot of students may not know is that when they receive a scholarship, the amount for room and board is taxable." A spokeswoman for the IRS: A1

"When you say someone is from Chicago, you can basically place them." A Princeton professor, on the

U. of Chicago: A18

"We invited them to join. Now, we have to help them succeed." The president of the U. of Arizona. on making campuses hospitable to minority students: A36

"Here we have major universities with deteriorating facilities getting another gratuitous hit in trying to maintain the country's eminence and competitiveness in scientific research."

A social-sciences dean, on the loss of NIH Instrumentation grants: A23

"There's a general feeling that campuses have lost the sense of community and have become increasingly fragmented." A Ford Foundation program officer: A1

"The deficit is troubling but not alarming." A Harvard U. vice-president: A33

'Academic liberals and leftists have lost the first round of the culture wars to the conservatives. who have a sophisticated understanding of how to get their ideas translated into plain English and public policy." An English professor: B1

"Pew things would contribute more to human happiness in our strifetorn world than a wider and better understanding of how markets work." An economist: A39

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James W. Dyke, Virginia's Secretary of Education, says the state wants to be sure that the university research it supports "really meets industry needs."

States Re-Evaluate Industrial Collaborations Built Around Research Grants to Universities

By GOLDIE BLUMENSTYK Many states are losing their ardor for economic-development programs based

on research grants to universities. In the last few years several states have cut their financing for such research programs and shifted funds to projects designed to help small businesses and create jobs rapidly. More states are considering program cuts this year.

Elsewhere, governors and legislators are demanding more evidence that university research designed to develop new technologies and products has a demonstrable impact on their states' economies. PAGES A1-48

The new attitude marks a shift from the mind-set of the mid-1980's, when programs like Pennsylvania's Ben Franklin Partnership and Ohio's Thomas Edison Program flourished and became models for state economic-development strategies built on university-industry collabora-

Questions About Effectiveness

By the end of the decade, nearly every state had created at least one program that provided grants to universities for research with commercial potential.

But state-budget constraints, changes in political leadership, and a growing sense that pouring money into university laboratories is not the most efficient or effective

way to help businesses and create jobs. have all put a damper on states' love affairs with the programs.

In the 1980's, "states sort of discovered technology," says Brian Bosworth, a former economic-development official for the State of Indiana who now works for several states as a consultant. Now states "are Continued on Page A24

Tough IRS Position on Scholarships Feared by Colleges

Probe at Harvard could presage broad check of tax liabilities

By SCOTT JASCHIK

WASHINGTON Higher-education officials fear that an investigation by the Internal Revenue Service into scholarships awarded by Harvard University could presage tougher federal enforcement of tax laws affecting students and the colleges they attend.

The IRS first contacted Harvard late last year, requesting information on all scholarships awarded in 1989. This month the university turned over to the IRS the names of all people who received scholarships that year, the amounts of the awards, the students' Social Security numbers, and the amount of tuition the students had paid.

Harvard officials said last week that information about 3,500 students had been provided to the government.

The irs could use the information to determine whether students had reported scholarships that were subject to taxation and to check on whether Harvard had met its reporting requirements.

Fears About International Students

If the IRS checks other institutions, as it is expected to do, it is likely to find many students who have not reported all taxable income, experts on student finance said. They added that many colleges do not meet their reporting requirements-particularly those relating to grants given to international students.

Gail Ellis, a spokeswoman for the IRS. said she could not confirm that an investigation of Harvard students was taking place because the agency's policy was not to comment on enforcement actions against individual taxpayers.

Ms. Ellis said the IRS did not now have a Continued on Page A27

Three Grant Makers Are Awarding Millions in Effort to Improve Racial Tolerance on College Campuses

By LIZ McMILLEN

to ease racial tensions, several grant makers are devoting millions of dollars to make campuses more comfortable places for minority students and to encourage undergraduates to be more tolerant of other peo-

The latest effort was announced this



month by the Philip Morris Companies, As colleges and universities seek ways which plan to award \$1-million in g this year to help improve tolerance on college campuses. According to company officials, the goal of the program is to insure that colleges and universities remain "open, nurturing centers of learning, academic freedom, and moral aware-

Joins Lilly and Ford Programs

The Philip Morris program joins two others—one by the Ford Foundation and the other by the Lilly Endowment-that aim to improve race relations and make campuses more hospitable to members of minority groups. In total, Ford, Lilly, and Philip Morris have committed more than \$9-mil-

Continued on Page A33

The dating game:

A calendar published by the Iliff School of Technology includes an entry for April 31.

And The Chronicle's circulation department wrote to a subscriber at North Essex Community College: "We are sending the July 22 1992 issue to replace the one that did not

Memorandum that the president of West Los Angeles College sent this

month to the college staff: "The past six months have been very busy and productive ones here at west, and I am pleased to report that progress has been made in nearly every area of campus operations . . .

"For example, as of July 1: " the hourly instructional budget was \$150,000 or 70 class sections beiow last year's level,

"a there was no budget to provide evening or Saturday library service, "
no funds were budgeted to staff evening repro services, and

"s insufficient funds were earmarked for the minimum levels of staffing necessary for registration." Now for the bad news.

From The Michigan Daily: "[Kata] Issari said someone with a variety of experiences would be ideal for the position.

"'It should be someone familiar with a university setting, issues of sexual assault, and someone who has real commitment to sexism and other forms of oppression,' Issari said." Heaven help us, Issari!

Crime news (from the minutes of the Staff Council at the University of

"Mike Stewart gave a report on the forming of an Auxiliary Policy Force. There is a need for a supplement force of manpower during peek times on campus. . ."

Thank goodness you're doing something about it.

From the Daily Police Report at the University of Montana;

"4:05 p.m.—Seve Connell, Sculpture Instructor, notified Campus Safety that what looks like an abandoned Cadillac by the Art Annex is really a student's art project."

From a news story in The Technique, the student newspaper at the Georgia Institute of Technology:

"Three proposed new parking decks will alleviate some problems on campus and hopefully allow more green areas for the students. Having an ascetically pleasing campus also consists of having a sharp looking administration tower."

Sharp looking but austore, we take

---c.a,

In Brief

Head of college in Japan is murdered in Boston

BOSTON - The president of Chukyo University in Nagoya, Japan, was shot and killed here last week, one day before he was to sign an exchange agreement with officials at the University of Massachusetts campus in Bos-

Iwao Matsuda was killed when a masked gunman forced his way into the hotel room where the president and his wife were staying and shot Mr. Matsuda once in the back. The police have no sus-

Mr. Matsuda was part of a sixmember delegation that had traveled to Boston to formalize an agreement that was to have established student and faculty exchanges and cooperative research and language programs.

A spokesman for the University of Massachusetts campus said he hoped that the agreement "will go forward at a later point." But he added that "now is not the time to set it in motion."

Grizziy bear is focus of animal-rights group

SPOKANE, WASH .-- An animalrights group has demanded custody of a 390-pound female grizzly bear named Flo (below), which group members say was taken from Yellowstone National Park to be used for research at Washington State University.

Michael Winikoff, the U.S. Humane Society's legal counsel, said Flo had been shipped to the university to start a breeding program that would establish a lasting grizzly-bear population at the

Flo is being kept in a small cage with two male grizzlies from which "she has no escape," Mr. Winikoff stated.

Christopher Servheen, the grizzly-recovery coordinator for the U.S. Fish and Wildlife Service. said Flo had been removed from the national park because she posed a threat to campers. He said the breeding was part of a short-term study the university is conducting, and that once the experiment is complete. Flo and her cubs will be shipped to a zoo.



Graduate students strike at Yale

NEW HAVEN, CONN.—Graduate students at Yale University went on strike for three days last week, and their picket lines were honored by about 1,400 campus employees who are members o

Some dining halls were closed and some classes taught by graduate students were canceled. Other professors and graduate students moved classes off the campus.

Student Organization, which represents about 1,300 graduate students, went on strike to increase | 2345; (202) 879-9656. pressure on the university to rec-

engage in collective bargaining

An icy Sphinx at Michigan Tech U. winter festival

and townspeople spent hundreds

of hours in the hitter cold to con-

HOUGHTON, MICH.—Students | winter carnival. The hoge sculp- |

logical University's 70th annual tures to all." Students mixed Sphins.

tures, which took up to a month to

create, reflect the multicultural

winter snowfall brings world cul- loo, and the ancient Egyptia

struct enormous snow statues in theme of this year's caunival: "A nesses of the Hillel Tower, an is

Among other changes, the organization is seeking higher wages for teaching assistants and longer time limits to complete doctoral requirements. Martha K.

Correction, clarification

Because of incorrect infor- | ry Spanish explorer Hernando mation supplied by the publisher. instructions for ordering Pathways to Success (The Chronicle, February 5) were wrong. Copies of the book are available for The Graduate Employee and \$12.95 each from the Annenberg/ CPB Project, P.O. Box 2345. South Burlington, Vt. 05407-

ognize the group as a union and to the route taken by the 16th-centu- search. An article about research on

Soto through what is now the southeastern United States (The Chronicle, December 18, 1991) may have created an incorrect in pression about the discovery of the so-called Martin site in Talls hassee. Fla. The site was found in March 1987 by B. Calvin Jones. an archaeologist with the Florida Bureau of Archaeological Re-The Chronicle of Higher Education (tash coop-5982) is published weekly except the third week in August and the last two weeks in December, at 1255 Twenty-Third Street. N.W., Washington, D.C., 20037, Subscription rate; \$67,50 per year. Second-class postage paid at Washington, D.C., and at additional mailing offices. Copyright to 1992 by The Chronicle of Higher Education, Inc. Circulations. The Chronicle reserves the right not to accept an advertiser's order. Only publication of an advertisement shall constitute float acceptance of the advertiser's order.

Snow with water to make ice and

then used chisels, electric iron,

Campus gets diaries

FAUCIAIRE, WIS,---Ninety-one

diaries believed to contain the

oldest continuous account of rurl

life in the United States have been

donated to the University of Wis

I he disties were kept in the

19th and early 20th centuries by

Dave Wood, a farmer and bush

nessman, and his sons. They cor-

stitute a 59-year record of daily

activities on the family's fart

The diaries were discovered in

harn in Whitehall, Wis., by David

Word (neur left), the great-grand

son of his namesake and an alud-

nus of the Eau Claire campus.

Matzke, a spokeswoman for Yale.

said the university would not rec-

ognize the graduate students as a

union. But she said Yale was will-

ing to try to reach an informal

agreement with the students of

on rural life

consin here.

Shhh: Mime at Stetson keeps iibrary quiet

DELAND, FLA.-Stetson University has a new tactic for holding down noise in its library: the Quiet Library Society.

Created by the library's director, Sims Kline, the society relies on peer pressure rather than on librarians to shush people.

David Alvin (right), a sophomore, recruits for the society, using mime. He has attracted 70 members so far who have pledged, "I believe the library should be a place for quiet study, research, and reading."



Court narrows activities of campus organization

NEW YORK-A federal appeals court here has ruled that allowing a campus organization to use money from student fees for offcampus activities violates the Constitutional rights of students who do not support the group's endeavors. The court said groups must use student money only for campus activities.

Students at the State University of New York at Albany sued the university and the institution's chapter of the New York Public Interest Research Group, claiming that the organization had spent some of the money it received from student fees to lobby | face legal problems if the constate legislators and to support ac- | doms proved defective.

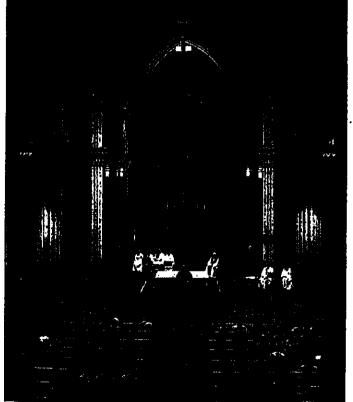
tivities on other campuses. The students complained about positions taken by the organization. which opposes nuclear power as well as increases in defense

Harvard won't lend

name to condoms

CAMBRIDGE, MASS .- Harvard University has refused to let a company sell condoms emblazoned with its insignia.

EuroPacific International, of Milton, Mass., said its product would help the university to encourage students to practice safe sex. But Harvard officials said they feared the university might



Vatican names Notre Dame church a basilica

NOTRE DAME, IND.—Sacred | portant churches or significant

ignation to honor historically im- | in 1875.

Heart Church, the central place of | centers of worship. A French Jesworship at the University of No- | uit priest first established a mistre Dame, has been designated a sion in 1686 near the present site minor basilica by the Vatican. of Sacred Heart Church. Mass The Pontiff authorizes the des- | was first celebrated in the church

PORTRAIT

She Goes Wherever Civil Rights Are Threatened

Strossen traveled to Fort Lewis College to speak about the importance of the First Amendment, the nstitution had become embroiled in a bitter free-speech dispute that threatened to leave permanent fis-

The college's mostly white political-science club had deeply angered black students by inviting a member of the Ku Klux Klan to appear at a campus forum. In the ensuing weeks, black students complained about receiving threatening telephone calls, faculty members arrived one morning to find KKK stickers on their office doors. and the faculty adviser to the political-science club says she was harassed by a colleague who objected to the club's invitation to Shawn Slater, the "Exalted Cyclops" of the Denver chapter of the Knights of the KKK.

No one at Fort Lewis contends that Ms. Strossen's talk changed anyone's mind about whether Mr. Slater should be allowed to speak on the campus (she believes he should). But they say the New York Law School professor who marks her one-year anniversary this month as president of the American Civil Liberties Union die offer a most eloquent defense of the First Amendment. Rather than heightening tensions, say faculty members and administrators, she encouraged those on the campus to think about the principles at stake.

"I have a lot of respect for what she is doing," says Fort Lewis's President, Joel M. Jones, who says, however, that he disagrees with Ms. Strossen. "Her public presentation was a good educational experience for the community."

For Ms. Strossen, the episode was familiar. "I go everywhere there is a threat to civil rights and civil liberties," she declares. These days, with colleges adopting speech codes to penalize students who use racist and sexist slurs, that means a lot of traveling, she says. Since her election as ACLU president last vear. Ms. Strossen has spoken on more than 30 campuses.

'A Waste of Time'

Ms. Strossen, the youngest-and the first female-president of the nation's ordest civil-liberties organization, says she is discouraged that so many campuses have adopted policies to curb offensive speech. "I think it is just such a waste of time," she says. "I just gone into crafting the precise, tiny; time and devote it to affirmative- ment." action measures, to orientation pro-

puses to put aside the hate-speech. New York," he says. successfully challenged codes at KKK's Mr. Slater because the col- be a form of activism, too."

Nadine Strossen, head of the American Civil Liberties Union: "The appropriate response is education and not discipline." the Universities of Michigan and lege could not provide enough security to quell any violence that might break out as a result of Mr. Slater's talk. The ACLU has filed a

ruled were in violation of the First Ms. Strossen has made attracting

college students one of her key goals. She has started a campaign to prompt more undergraduates to establish campus ACLU groups.

Wisconsin, which federal judges

Although Ms. Strossen is roundly commended for her passionate defense of civil liberties and her talent for explaining complicated legal principles, the message she spreads has not failed to stir controversy. Many campus administrators believe they must protect studentsparticularly those who are in a minority-from hateful words and intolerant behavior.

"I'm very concerned about the fact that we don't have any clear indication that there are bounds of tolerance for outrageous behavior." says James E. Sulton, Jr., a special assistant to the president for minority affairs at the University of Wisconsin. Wisconsin's speech code was struck down last fall.

"It's important for the recruitment of minority students. A parent think of the resources that have must know that there are certain things that do go subsections of all the hate-speech bounds of civility and that those are School's Civil Rights Law Clinic, codes. I wish we could take that not a part of educational environ- however, Ms. Strossen decided to

Mr. Jones of Fort Lewis says learned quickly that academic life grams, to educational programs on campuses are not always the most was a perfect fit for her. "I didn't racism, to multicultural education. appropriate place for speakers with realize how frustrated I had been I am so convinced the appropriate a violent message. "I think there is through the years," she says. "I response is education and not disci- a dramatic difference between a had stirred up ideas that I'd never small residential campus like ours had time to explore." Ms. Strossen The ACLU has been the strongest; with a significant number of minorforce behind efforts to force cam- ity students and the sidewalks of

the last five years. The organization ence club it could not invite the "And I saw that academic life could

complaint on behalf of the politicalscience club, and a judge is scheduled to rule on Mr. Jones's decision

An Activist, Not an Intellectual

Ms. Strossen says she hopes to be president of the ACLU for at least 10 years. Her interest in civil-liberties issues began when she was young, arguing as a member of her high-school debate team and writing an article for Glamour magazine about free speech.

Ms. Strossen says she never expected to become an academic. After graduating in 1975 from Harvard Law School, Ms. Strossen worked for law firms in Minnesota and New York. "I had always been opposed to an academic life," she says. "I'm married to an academic who always told me I was in the wrong profession and I should be a professor, not a practicing lawyer. But I kept saying, I'm not an intellectual, I'm an activist."

When a position opened at the iew York University Law make a change. She says she life as an activist. "My first year of teaching, I published four articles. codes that many have adopted over; Mr. Jones told the political-sci- and I really loved it," she says.



Yes, it's Elvis. But is it art? Scholars attending the College Art Association meeting in Chicago this month ventured to the World Tattoo Gallery to find out. They were there for the opening of the second annual All-Elvis Art Show and its accompanying Elvis-impersonators

The King was everywhere, silk screened, sculpted, cartooned, and painted on velvet (of course). He appeared on canvas with other popculture luminaries, including Gumby and Jackie Kennedy.

Wendy McDaris, an independent curator who has taught at Memphis State University, said it was telling that art could be made from Elvis, since the conference included sessions challenging distinctions between art and popular culture.

She was quickly drawn to "American Icon," in which the artist had painted Elvis on stamped tin. wearing Mickey Mouse ears. The singer is an ideal iconic figure. Ms. McDaris pointed out.

"He tends to be the embodiment of both positive and negative aspects of American culture," she said. "He started out radical, and he ended up weary, confused, wanting

Marilyn Houlberg wasn't able to show off her Elvis altar, which she says is the largest collection of Presley memorabilia in the Midwest.

But she and a collaborator created a smaller shrine, a multimedia installation decorated with paper paim trees. Halloween skeletons, and 300 pounds of sand. Elvis appeared to levitate over the sand, courtesy of a slide projection on the mirrored back wall.

The day before the opening, Ms. Houlberg, an associate professor of art and anthropology at the School of the Art Institute of Chicago, presented a paper on Yoruba art at the college-art conference.

She said her scholarly work, on death rituals, ties in neatly with her passion for Elvis. A colleague at the School of the Art Institute also had work in the show, including one piece in which Elvis's sneering lips were superimposed on the face of the Mona Lisa.

The conference included two essions in which Stanford University graduate students connected works of art to

Michelle Meyers drew parallels between Christo and David Lynch, the creator of "Twin Peaks," both of whom wrapped women's bodies in orks. And Lesley Wrig found similarities between 19thcentury realist American paintings and television sitcoms.

She focused on the artist J. G. Brown, who created more than 100 paintings of New York City shoeshine boys, which were very popular in their time. Ms. Wright argued that the paintings and television shows are both . onsensus narratives" that state idealized middle-class values.

Scholarship



J. Craig Venter of the National Institutes of Health with machines that help to automate the identification of genes: "Our No. 1 goal is to use this to uncover human disease genes and to understand the human brain."

Using Powerful Machines, an NIH Researcher Leads Effort to Identify Human Genes

Although 2,700 genetic sequences have been found, some scientists question the value of the work

By DAVID L. WHEELER

ROCKVILLE, MD. On a wall in the narrow hallway leading to J. Craig Venter's office are 39 sheets of 81/2-by-11 paper filled with nothing but the letters C. G. A. and T.

Mr. Venter, who is chief of the Receptor Biochemistry and Molecular Biology Section at the National Institute of Neurological Disorders and Stroke here, spent three frustrating years with his colleagues finding eight genes hidden in that pattern of letters. The order of the letters, each of which represents one of the four chemicals that make up DNA, or deoxyribonucleic acid, shows the sequence of the chemicals in part of a human chromosome.

Eight machines that helped the researchers conquer their frustration sit nearby. Two robots-Caty and Ricky-and a bank of six other machines known as sequencers were combined with considerable computer power to identify more than 2,700 previously unknown genes.

Controversy Over Rights

Mr. Venter and his colleagues identified the genes with "expressed sequence tags"—a small section of the chemical sequence that makes up the entire gene. But the scientists do not yet know the entire

structure of the genes they have found. The disclosure in October that the National Institutes of Health had filed a patent application for some of the sequences triggered a controversy about when scientists should try to obtain the patent rights to genes. The dispute, renewed this month

by the filing of another patent application, has overshadowed a scientific debate about what impact Mr. Venter's approach to identifying genes will have on the Human Genome Project.

Identifying 144 Genes a Day

Mr. Venter has only begun to get financial support from the genome project, which seeks to find the location of all genes on the chromosomes and to find the entire sequence of the chemical units on all 24 chromosomes. The project is backed by the National Institutes of Health and the Department of Energy.

He concedes that his method has limitations, but he thinks it can be used to identify and sequence most of the 50,000 to 100,000 human genes in five years.

Many other scientists are skeptical. They say Mr. Venter's scientific shortcut may be fast but misses too much important information and will not speed up the work of finding the genes that cause human disease. "It may not be as useful as Craig might have us believe," says David Galas, associate director for health and environ-

A gene known to control the calcification of bone, for example, was also found to be activated in brain cells, earning it the name of "the bonehead gene."

mental research at the Department of En-

Mr. Venter says his laboratory's work. not elaborate arguments, will prove the worth of his approach. The laboratory is now identifying genes at a rate of 144 each working day. Mr. Venter described his intial discoveries in two articles in scientific journals, and he says his next paper will probably outline information obtained on about 10,000 genes. By next Christmas. Mr. Venter predicts, his laboratory and others like it will have identifying sequences for a quarter of the human genes.

Other laboratories are using the same method. At a conference last month in Japan, scientists from the University of Osska reported identifying about 1,000 genes activated in the human liver. A Swedish team has identified 171 genes from mouse testicles. British researchers copied a data base that contains all the information supporting Mr. Venter's most recent paper on the first day that it was publicly available.

'You've Just Begun'

Some scientists question whether Mr. Venter's laboratory and others have really identified genes. The tags give scientists a limited ability to compare genes in data bases, other researchers acknowledge. and to obtain genes that look interesting on the basis of such comparisons. But Mr. Venter's work is dismissed by many as facfory science that is randomly sequencing bits of DNA without much intellectual direction.

"You don't know where the genes are

on the chromosomes. You don't know what they do. You've just begun," says Norton D. Zinder, a professor of genetics at Rockefeller University and a former chairman of the program advisory committee for the genome project.

Unless patents are granted on the sequences, says Mr. Zinder, little incentive exists for others to follow in Mr. Venter's tracks. Patent rights, Mr. Zinder says.

The work is dismissed by many as factory science. "You

don't know where the genes are on the chromosomes.

You don't know what they do. You've Just begun.''

might drive others to try rapidly to obtain the rights to large numbers of genes. But, he says, that would make the "genome project leap to exactly what it should not be about-competition and contention instead of collaboration."

Reid G. Adler, the director of NIH's Office of Technology Transfer, says similar scientific fears of destructive competition stemming from patents have proved to be unfounded at every previous step in the development of biotechnology.

Mr. Venter says his laboratory is expanding its scientific horizons and its collaborative work to make sure the methods it has developed are put to good use. In the past the laboratory has concentrated chiefly on searching for genes expressed in the

Studying Forms of Cancer

In a forthcoming paper, Mr. Venter and colleagues will propose sequencing all of one chromosome. He also wants his laboratory to sequence the entire length of about 2,000 genes. In collaboration with other laboratories, Mr. Venter's team wants to speed up the mapping of the newly identified genes on the chromosomes.

The laboratory is also planning to compare the genes activated in tumor cells with those activated in normal cells from the same tissue to try to understand some forms of cancer.

"Our No. I goal is to use this to uncover human disease genes and to understand the human brain," Mr. Venter says.

He adds that one collaboration with scientists at Yale University and Children's Hospital in Boston has already led to the location of what might be the genetic flaw that causes a rare neurological disease called Angelman syndrome. Those with the syndrome laugh frequently and move their limbs with a jerky, puppet-like quali-

David C. Ward, a professor of genetics at Yale who received DNA from Mr. Venter in that research, says that in the long run Mr. Venter's approach will help scientists map the complete set of human genes.

As scientists learn more about which parts of genes do what, Mr. Ward says, even short sequences may give clues to gene function. "Today we might not understand something Craig has sequenced," he says. "But in six months we may come to understand a gene that shares Continued on Following Puge

Scientists say they have uncovered evidence that extends by half a million years the emergence of the earliest direct ancestors of humans. rituals in New Guinea and forming practices in New England.

Until now, paleontologists had established a firm age of 1.9 million years for the fossilized remains of those ancestors, the line of hominids known as Homo. In the February 20 issue of Nature, a team of researchers headed by Andrew Hill, an associate professor of anthropology at Yale University, reports that a Homo fossil uncovered in Kenya is 2.4 million years old.

If confirmed, the date would place the appearance of the Homo line at roughly the same time as a period of rapid cooling of the earth's climate.

That rapid climate change was associated with the introduction of an unusually large number of new plant and animal species. Mr. Hill and his colleagues think that the change may also have given rise to the earliest direct ancestors of humans.

The newly discovered fossil is a fragment of a skull with a wide base that scientists consider unique to Homo. It was uncovered in 1967 at a site that was then believed to be four million years old and was tentatively categorized as belonging to Homo. But some paleontologists did not accept that Homo date and placed the skull fragment in the genus Australopithecus, an older, smaller-brained ancestor to Homo.

Since then, scientists have gathered more fossils, enabling Mr. Hill to compare the skull with those of both the Homo and Australopithecus lines, Scientists have also developed new methods to determine the age of fossils and the rocks in which they are found.

In the current research, Mr. Hill's colleagues-Alan Deino, Garniss Curtis and Robert Drake, scientists at the Geochronology Laboratory at the Institute of Human Origins in Berkeley, Cal.—used a method known as argonargon dating to determine the age of the volcanic ash in which the skull fragment was located. —CHRIS RAYMOND

For much of its history, "National Geographic" magazine has reinforced America's vision of its ascendant place in the world, say two anthropologists at the State University of New York at Binghamton. The National Geographic Society

was founded in 1888, at a time when the United States was becoming increasingly confident of its international status, Jane Collins and Catherine Lutz say in the winter issue of The South Atlantic Quarterly. The society's unofficial philosophy, demonstrated in the pages of its monthly magazine, amounted to what the authors describe as an "optimistic" social evolutionism, or a belief that progress would be achieved through the triumph of reason, but that certain residual inequalities were nevertheless inevitable and justifiable.

Thus, the authors say, the pages of

■ Study finds a trained mind uses less energy than untrained one the magazine implicitly compared thirdworld countries with Western societies, especially American society, by juxtaposing, for example, articles on native

RESEARCH NOTES

■ Skull fragment found to push back date of human ancestors ■ 'National Geographic' said to reinforce view of U.S. primacy

■ S. American drylands seen as critical for mammalian diversity

Photography played a key role in such comparisons, the authors argue. For many older Americans, they note, the experience of growing up with National Geographic was defined by the pictures of the bare-breasted native women of third-world countries. At the outset, the editors defended the use of such pictures in the interest of scientific accuracy, but a "race-gender code" was clearly at work, Ms. Collins and Ms. Lutz say. With two recent exceptions, none of the women thus pictured

were white. On the other hand, National Geographic's editors had a stated policy against running articles that were controversial or not of a "kindly nature"confirming the progressive nature of the magazine's social-evolutionary slant, the authors say.

The spread of anti-colonialist struggles around the world in the 1960's and 70's created particular problems for National Geographic, Ms. Collins and

Ms. Lutz say. The magazine began to avoid images of Westerners in colonial settings, the authors note, thereby deflecting uncomfortable questions about their presence there.

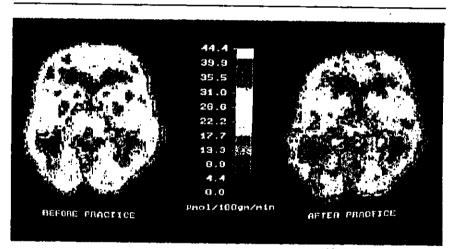
-ELLEN K. COUGHLIN

Conservation groups that want to save the greatest number of mammalian species in South America should concentrate on preserving dry areas, rather than tropical rain forests, a zoologist says,

Michael A. Mares, a professor of zoology at the University of Oklahoma at Norman and director of the Oklahoma Museum of Natural History, studied the distribution of 883 mammalian species over six groups of habitats, such as lowland Amazon forest, upland semideciduous forest, and drylands. The drylands, which include deserts, scrublands, and grasslands, make up 57 per cent of South America and contain more endemic species of mammals than any of the other groups of habitats, he found.

Mr. Mares reports the study in the February 21 issue of Science.

-DAVID L. WHEELER



PET scans of subject before and after playing a computer game show that, with practice, the brain consumes less glucose. Colors show-amount of glucose used.

Researchers have discovered that a highly trained mind engaged in a complex task uses less energy than an untrained one.

Scientists at the University of California at Irvine arrived at that conclusion after conducting brain scans on trained and untrained subjects who played a challenging computer game.

While learning a task, they found, the brain appears to find a way to economize on fuel.

In their study, the details of which appeared in the January 20 issue of Brain Research, Richard J. Haier, a professor of psychiatry and human behavior at Irvine, and colleagues at the university's Brain Imaging Center used PET-Positron Emission Tomography-scans to measure the brain function of their research subjects.

By injecting them with a radioactive tracer that is absorbed in greater quantities in areas of the brain with high rates

of activity, the researchers were able to determine the relative amounts of energy expended by the subjects' brains.

The results showed that subjects spent less energy after they learned how to play the computer game and were making scores seven times as high as in their first game.

Mr. Haier says the finding lends supciency may be a major factor in mental performance. How the brain may be achieving that efficiency, however, remains unknown.

"The implication is that we need to think about the different ways the brain can be efficient," says Mr. Haier. "What seems most likely is that the brain is efficient because it uses only certain important circuits rather than many extraneous circuits. It might be that the brain learns over time what circuits not to use to perform a task."

---KIM A. MCDONALD

NIH Researchers Use Machines to Identify Human Genes Rapidly

NSF Picks Sites for \$210-Million

Gravitational-Wave Observatory

A \$210-million physics pro- pledged \$500,000 to buy the

ject known as the Laser Inter- land in Livingston for the detec-

Observatory, or LIGO, will be The town of Livingston, he

Livingston, La., the National tion jobs the project will bring.

Continued From Preceding Page a motif with one that Craig has pulled out."

Mr. Venter conceived of his method of identifying genes in May 1990 on a 12-hour plane ride back to the United States from Japan. He thought he could apply auto- less spacers and the chromosomal mated sequencing approaches to "libraries" of a form of synthetic DNA known as complementary selves serve as the detectives that DNA, OF CDNA. The libraries con- can find the functional genes along sist of copies of human genes, stored in bacteria, that are known to be activated in a given tissue.

Cells Serve as Detectives

The synthetic DNA chemically complements molecules of "messenger RNA," or ribonucleic acid, laboratory from his trip to Japan, which ferries the information on

By DAVID L. WHEELER

ferometer Gravitational Wave

built at Hanford, Wash., and

Science Foundation announced

Detectors at the two sites will

function as a single observatory

to try to measure the gravity

waves that Albert Einstein pro-

posed in his theory of relativity

but which have never been di-

rectly observed. According to

the theory, gravity waves would

be emitted by violent events in

the universe, such as the birth of

the universe itself and the col-

lapse of stars that have explod-

Construction of detectors at

the two sites will be spread over

five years. Preparation of the

sites will begin this year with

\$20-million that was appropri-

Louisiana State University

ated last year by Congress.

last week.

where the information is turned into the proteins that perform cel-

In their mature stages, messenger RNA's contain only the functioning gene, stripped of meaningregions that regulate genes. In Mr. Venter's scheme, the cells themwhat looks to humans like a long, genes on the chromosomes. meaningless stretch of the four-letter DNA code. "Virtually every cell in the body is smarter than the smartest computer," says Mr.

When Mr. Venter returned to his he persuaded Mark D. Adams,

publican from Louisiana, said

tor and to build roads to the site.

said, is eager for the construc-

When the detectors are com-

pleted, 10 to 20 staff members

will run them, Mr. Vogt said.

The staff scientists who operate

the detectors will have adjunct

appointments at local universi-

ties and will bring graduate stu-

dents to the detectors to work,

he said. Staff scientists will be

joined by visiting scientists

from around the country.

European Detector Likely

WASHINGTON the state government had

'Overabundance' of Sequences

on the mapping community," says Mr. Adams, who has been the lead author on both of the papers describing the gene identification.

Genome-project officials see the laboratory's output differently. "We have an overabundance of CDNA sequences, the utility of which is not clear," says Mr. Galas of the Energy Department, who serves as the head of the department's portion of the genome project. Mr. Galas says that the identifying sequences, although they may be long enough to help retrieve genes, may give misleading clues about the genes' functions.

Not much is new about Mr. Venter's method other than the rate at which he is doing it, Mr. Galas

'Never would I have

predicted that we

would find rice and

barley genes

expressed in the

human brain.'

Physicists needed two sites at least 1,500 miles apart for the observatory, to make sure that they would not observe local seismic vibrations instead of cosmic gravity waves. Mr. Vogt said he believed the American detectors would be closely followed by the construction of a.

will provide some scientific sup-European detector. port at the Livingston site and a With two detectors, scientists consortium of Northwestern will be able to look at the shape universities will help with the of gravity waves and speculate project at the Hanford site. about the nature of their source. Each of the L-shaped detec-They will not be able to pin tors will have two arms about down the exact location of a 21/2 miles long and 4 feet in disource, however, until three de-

ameter. One will be built on land tectors are operational. that is owned by the Depart-Lasers in the gravity-wave ment of Energy in Hanford, a detectors will beam light down site where it has produced matelong tubes in the detectors' rial for nuclear weapons. arms between two suspended weights. If gravity waves Ideal Terrain Rochus E. Vogt, professor of weights by as little as one-bilstretch the space between the physics at the California Insti- lionth the diameter of a hydrotute of Technology and director gen atom, the change in the path of the project, said the Hanford of the laser beams will be meas-

site was ideal because it is flat ured by the detectors. and already fenced. The climate Caltech evaluated 19 sites there, he said, would permit that were proposed as possible year-round construction. In locations for the detectors. A Louisiana, the detector site is committee appointed by the sciabout 30 miles east of Baton ence foundation and headed by Rouge, on forestland now John Slaughter, president of owned by a paper company, Ca- Occidental College and a former NSF director, selected the two Rep. Richard Baker, a Re- final sites.

who had just arrived at the laboratory from the University of Michigan with a Ph.D. in biochemistry, to try out the concept. "I couldn't convince anyone else in the laboratory to try this crazy idea," Mr.

In Mr. Venter's eyes, he has vindicated what was discarded as a worthless approach in the early stages of the genome project. His laboratory is cranking out identity tags for genes faster than the rest of the research community can absorb the information and locate the

"We're putting a lot of pressure

Mark Guyer, assistant director for program coordination at the

National Center for Genome Re search in the National Institutes of Health, says the sequences now have value only as "markers" that still need to be integrated into larger maps of chromosomes and

The CDNA WORK, Mr. Guyer says, "does not appear to be cause for a major turn in the direction of the genome project.'

Similarities Between Species

Those in Mr. Venter's laboratory say the approach is leading to more than large numbers of new sequences. The comparison of the sequences found in humans with known genes, they say, is advancing understanding about the similarities of genes between species. Mr. Venter's laboratory has found human genes that are similar to squid, fruit fly, corn, rice, barley, and roundworm genes.

"Never would I have predicted that we would find rice and barley genes expressed in the human brain," Mr. Venter says.

His laboratory has also found genes first identified in other human tissues that scientists were surprised to learn were turned on in the brain. A gene known to aid the calcification of bone, for example, was also found to be activated in brain cells, earning it the name of "the bonehead gene."

NEW SCHOLARLY BOOKS

Compiled by NINA C. AYOUB The following list has been compiled from information provided by the publishers. Prices and numbers of pages are sometimes approximate and are subject to change. Some publishers offer discounts to scholars and to people who order in

Prayer, Power, and Production: The Join of Cosamance, Senegal, by Olga F. Lin-arcs (Cambridge University Press; 240 pages; \$54.95). Traces the origins of draagricultural work in three John rice-culti vating villages in the Senegalese region

Byzantine Masterpiece Recovered, the Thirteenth-Century Murals of Lysi, Cy-prus, by Annemarie Weyl Curr and Laurence J. Morrocco (University of Texas Press/Menii Foundation; 157 pages; Press/Menil Foundation; 157 pages; \$37.50 hurdcover, \$19.95 paperbuck). Describes the history, recovery, and restoration of paintings stolen from a church i northern Cyprus.

Morphometric Tools for Landmark Data: Geometry and Biology, by Fred L. Buck-stein (Cambridge University Press; 384 pages; \$89.95). Discusses methods in morphometries, or the statistical study o biological shape and shape change.

ynamics of Organizationsi Populations: Density, Legitimation, and Competition, by Michael T. Hannan and Glenn K. Carof michael 1. Hannan and Chenn R. Cal-roll (Oxford University Press; 349,95). Uses data on labor unions, life-insurance companies, and other enter-prises to examine sources of growth or decline in populations of organizations.

CLASSICAL STUDIES

The Illad: A Commentary, Volume IV: Books 13-16, by Richard Janko (Cam-bridge University Press; 447 pages; \$84.95 hardcover, \$29.95 paperback). The fourth work in a six-volume study of

COMMUNICATIONS

Tolovised Presidential Debates: Advocacy in Contemporary America, by Susan A. Hellweg, Michael Pfau, and Steven R. Brydon (Praeger Publishers; 200 pages; \$45 hurdcover, \$15.95 paperback). Discusses the sponsorship, format, character, and impact of Presidential candidates' debates, with a focus on electrons in 1960, 1976, 1980, 1984, and 1988

CRIMINAL JUSTICE

Waging the Battle Against Drunk Driving: Issues, Countermeasures, and Effective-ness, by Gerald 1). Robin (Greenwood Press; 160 pages; \$42.95 hardcover, \$13 paperback). Topics include federal and state initiatives against drunk driving, third-party liability for alcohol-related accidents, and the rule of workaccidents, and the role of such groups as Mothers Against Drunk Driving.

Buaineas Organization and the Myth of the Market Economy, by William Lazonick (Cambridge University Press; 350 pages; \$39.95). Examines changing investment strategies and organizational structures in Britain and the United States in the early 20th century, and in Jenne cod the early 20th century, and in Japan and the United States in more recent times. The Polish Economy: Legacles from the Past, Prospects for the Future, by Range of the Past, Prospects for the Stature, by Range of the Past, Prospects for the Stature, by Range of the Stature, b plact Prospects for the Future, by Rephael Shen (Praeger Publishers; 256 pages; \$45). Discusses Poland's transition to a market economy.

Strategic Planning in Technology Transfer to Less Developed Gountries, by Christian N. Madu (Quorum Books; 224 pages; \$47.95).

wage and Employment Adjustments in Local Labor Markets, by Randali W. Eberts and Joe A. Stone (W. E. Upjohn Institute for Employment Research: 153 pages: \$23 hardcover, \$13 paperback). Considers how labor markets adjust to such things as company openings and closings. EDUCATION

Colonial Education for Africans: George Stark's Policy in Zimbabwe, by Dickson A. Mungazi (Praeger Publishers: 184 pages; '\$42.95). Describes the goals and consequences of educational policies de-veloped by the administrator who was Di-

rector of Native Education in Zimbabse (then Rhodesia) from 1934 to 1954.
Education and Women's Work: Female Schooling and the Division of Laby is Urban America, 1670-1930, by John L. Bure (Sinte University of Natu Vel Rury (State University of New York Press: 277 pages; \$59,50 hardcover, \$19,95 paperback).

Social Studies in Schools: A History of the Enrity Yoars, by David Warren Sage (State University of New York Press; 10 pages; \$57.50 hardcover, \$18.95 pages, \$65.00 hardcover, \$18.95 pages, the Discusses the teaching of social studies in American public schools for the 1880's to the 1920's.

Sidney Lumot: Film and Literary Vision, by Frank R. Cunninghum (University Pres of Kentucky: 274 pages; \$35). Traces the contemporary American director's ex-teer from 12 Angry Men (1957) to Q & A (1994), with a focus on his chematic at

Ancient and Medieval Memories: Studes in the Reconstruction of the Past, by Ja-net Coleman (Cambridge University Press; 648 pages; 585). Examines med-and interpretations of the Past Studies of the Past St eval interpretations of unclent texts.

Aspirations and Analaties: New England
Workers and the Mechanized Factor
System, 1815-1850, by David A. Zonderman (Caford University Press; 38 pages: \$45). Describes workers respon es to technological innovation and saci

economic change during the period.
Black Goorgotown Remembered: Allies of its Black Community from the founding of "The Town of George" in 1751 to the Present Day," by Kethleen M. Leske, Valerie Babb, and Carrol R. Cirbbs (Cicorgetown University Press; Repages; \$30). Combines documentary a oral sources in a history of blacks it Georgetown, a once-independent tons that was annexed to Washington in 1872. Telds of Knowledge: French Academic Culture in Comparative Perspective 1890-1920, by Fritz Rusger (Cambrid

man academic culture. From Paralysis to Fatigue: A History of Pip chosomatic iliness in the Modern Ers, b Edward Shorter (Lice Press, 419 pages \$24,951. Shows how patients' psychological cally induced symptoms have reflected changing medical models of disease, & well as shifts and tensions in the wide

NATELY Joths and Romans AD 332-489, by Peter Heather (Oxford University Press; 40 Pages; SNI). Itakes the rise of the Office noths and Visigoths, and describes the cole in the collapse of the Roman Empire the Huguenota in England: immigrate and Sattlement, c. 1550-1700, by B Coltret (Cambridge University Prest, 186 tages; \$59, 40). Describes the lives of French Protestants who field to England in the face of persecution by the Bourboo

regime.
Nasser's "Blessed Movement": EggitFree Officers and the July Revolution, in
Juci Clordon (Cyford University Press. 272 pages; \$35). Examines policies duto the early years of military rule after th July 1952 coup in which Nasser and of ers of the Free Officers movement posed King Faronk and overth Egypt's parhamentary regime. Intive Society and Disease in Colonial Parkets (Carl

uador, by Suzanne Austin Alchon (Curbridge University Press: 176 page: \$39 50). Considers the impact of Europe

am and the Origins of the Yield ese Revolution, by Huc-Tam Ho 1 (Harvard University Press; 336 page other 1920's and 30's manifestal

Bind, 1843-1947, hy Sarah F. D. Asse 354.95). Describes the role of pits or Sub-tioly men in the political system of Sindle vival and Regeneration: Detroit's And

Survival and Regeneration: Octobra lean indian Community, by Edmund Jefferson Danziger. Jr. (Wayne State University Press. 260 pages: \$29.95). Exprises the history of cural Indian migration to Detroit, the newcomers' problems of adjustment to urban life, and the network of leaders and organizations that arose in the 1970. In the community needs. the 1970's to meet community needs.
Thomas and Briars: Bonding, Love, as
Death, 1784-1870, by Marin Ser
Hroundation of Thanatology, 228 page 1 \$27). Uses diaries and other writing

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NEW SCHOLARLY BOOKS

HISTORY OF SCIENCE

ence, 1880-1939: Four Studies of the Nobel Population, by Elisabeth Craw-ford (Cambridge University Press: 160 pages; \$44.95). Draws on biographics studies of Nobel Prize winners to chall lenge the notion that universalism and ir ernationalism are inherent in science.

The Constitution and the Economy: Objective Theory and Critical Commentary, by Michael Conant (University of Okluhoma Press; 410 pages; \$39.95). Considers such topics as the economic implications of the "dua process" and "legues processis."

"dus process" and "equal protection" clauses of the 14th Amendment.
Unequal Bargaining: A Study of Vittating Factors in the Formation of Contracts, by John Cartwright (Oxford University Proces 288 pages 157) but the contract of the Cartwright (Oxford University Proces 288 pages 157) but the contract of the cartwright (Oxford University Proces 288 pages 157) but th Press; 286 pages; \$67 hardcover, \$27 paperback). Discusses misrepresentation, duress, unduc influence, and other factors that can invalidate contracts.

Books and Blueprints: Building America's Public Libraries, by Donald E. Ochlerts (Oreenwood Press; 200 pages; \$42.95). Describes the design and construction of America's largest public library buildings

Variation in interlanguage Morphology, by Richard Young (Peter Lang Publishing: 279 pages; 544.95). Develops a model for describing variations in the linguistic porformance of second-language learners; presents data on the use of plurals by Chinese students of English in Philadelphia.

Critical Approaches to leabel Atlende's Novels, edited by Sonia Riquelme Rojas and Edna Aguirro Rehbein (Peter Lang Publishing; 201 pages; \$35,95). Includes Original assess on the supply original essays on the work of the con-

comporary Chilean writer.

Cultural Diffusion of Spanish Humanism in New Spain: Francisco Carvantes de Saiszar's "Diálogo de la dignidad del hombre," by Dianne M. Bono (Peter Lang Publishing; 161 pages; \$37.95). Transcription and study of the 16th-century Spanish scholar's augmented edition of his predecessor Pernán Pérez de Oliva's dialogue.

dialogue, Desire and its Discontents, by Eugene Goodheart (Columbia University Press; 200 pages; \$35). Uses works by Conrad, Proust, Mann, and other writers to chal-lenge the notion of "illimitable desire" a:

ionge ine notion of "himmable uosire" as a liberation force.

D. H. Lawrence: Language and Being, by Michael Bell (Cambridge University Press; 256 pages; \$54.95). Discusses the English writer's efforts to express the na-

ture of being through language.
The Letters of Raiph Waldo Emerson, Volume Eight, 1845-1889, edited by Ricanor M. Tilton (Columbia University Press; 63) pages; \$50). The eighth volume in an adition of the American writers, see

Press; 653 pages; \$50). The eighth volume in an edition of the American writer's correspondence; includes letters discovered since Raiph L. Rusk's 1939 collection.

Literature and Rationality: ideas of Agency in Theory and Fiction, by Palsley Livingson (Cambridge University Press; 290 pages; \$49.95). Links concepts of rationality, choice, and action in philosophy and the social sciences to related issues in literature.

iliterature.

Mitton's "Ristory of Britain": Republican Mistoriography in the Braglish Revolution, by Nicholas von Maltzahn (Oxford University Press; 256 pages; \$55). Combines a study of the English poet's historical work with discussion of his republican allogiances from the 1640's to the 1670's. Politeness and its Discontants: Problems in Prench Glassical Guiture, by Peter France (Cambridge University Press; 256 pages; \$54.93). Explores the role and nature of the ideal of politeness in 17th- and 18th-century French, British, and Russian literature.

he Political Aesthetic of Yeats, Ellot, and Pound, by Michael North (Cambelder raity Press; 288 pages; \$49.95). Discusses the relationship between assthetic liberalism and what is described here as the three writers' efforts to resolve basic contradictions in modern liberalism.

ism.
There is No Truer Truth: The Musical Aspect of Browning's Poetry, by Nachum Schoffman (Greenwood Press; 200 pages; \$39.95); Considers both the English poet's accomplishments as a musician, and the influence of music in his poetry.

etry.
The Topplegy of Seleg: The Poetica of Charles Olsos, by Judith Halden-Sullivan (Pater Lang Publishing: 151 pages: \$33.95). Draws on Martin Heldegger's harmoneutic sharmonautic statement of the Poetics. the 20th-century American post.

Mochanisms in Blood Cosquistion, Fibri-nolysis, and the Complement System, by Torben Halkier, translated by Paul Woolley (Cambridge University Press: 350

Beethoven's "Appassionata" Sonata, by Martha Frohlich (Oxford University Press; 224 pages; \$57). Traces the compo-sitional history of "Opus 57 in F minor." one of Beethoven's most popular plun

PHILOSOPHY

The Aosthetic as the Science of Expression and of the Linguistic in General, Part 1: Theory, by Benedetto Croce, translated by Colin Lyss (Cambridge University Press; 224 pages: \$49.95 hardcover, \$16.95 paperback). Translation of the first part of the Italian philosopher's 1902

ireatise,
The Process of Democratization, by Georg
Lukács, Iranslated by Susanne Bernhardt
and Norman Levine (State University of New York Press; 179 pages; \$44,50 hard-cover, \$14.95 paperback). Translation of the Hungarian philosopher's 1968 work in

Murxist political theory.

Substance and Predication in Aristotle, by Frank A. Lewis (Cambridge University Press; 375 pages; \$44.50). Explores transformation in the Aristotle and Press; 375 pages; \$44.50). formations in the central thomes of Aristotle's metaphysical theory before that theory found its fullest expression in the Metaphysics.

POLITICAL SCIENCE

Armed Forces and Political Power in East-ern Europe: The Soviet/Communist Con-trol System, by Bradley R. Gilz (Green-wood Press; 208 pages; \$45). Describes the development and eventual collapse of a "control system" the best best by the development and eventual collapse of a "control system" that was key to the offective operation of the Warsaw Treaty Organization and related political and military institutions in the Eastern bloc. Cambodia, Pol Pot, and the United States: The Paustian Pact, by Michael Hans (Praeger Publishers; 168 pages; \$37.95). A study of U.S.-Cambodian relations since the 1950's; also available is Mr. Hans's Genevide by Proxy: Cambodian Pawn on a Superpower Chess Board 1980.

Pawn on a Superpower Chess Board (384 pages; \$55), a discussion of the Southeast Asian nation's history as an arena for superpower conflict.

Asian nation's history as an arena for superpower conflict.

Current French Security Policy: The Gaullist Legacy, by Theodore Robert Posner (Greenwood Press; 184 pages; \$42,95). Focuses on the applications of French security policy in the post-cold-war èra. Elections and Voters in largel, by Abraham Diskin (Praeger Publishers; 232 pages; \$45). Considers such topics as how election results have reflected changes in israeli society from 1948 to 1988. Intigue and War in Southwest Asia: The Struggle for Supremacy from Central Asia to Iraq, by Miron Rezun (Praeger Publishers; 168 pages; \$42,95). Traces the history of American. Brillsh. Gorman, and Soviet efforts to sain influence in the region.

region.
The Making of Apartheid, 1948-1961;
Canfliet and Compromise, by Deborah
Posel (Oxford University Press; 310
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the office of film and television, Metro-politan Museum of ArtiNew York! I on

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ARCHITECTURE AND URBAN PLANNING

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After six professors at Lindsey Wilson College learned that their annual contracts would not be renewed—and that there wouldn't be any explanation—students started protesting.

Fed up with the high rate of faculty turnover at the small Methodist-related Kentucky college, they formed a group called Students Who Care.

Since 1987, when the college changed from a two-year to four-year institution. 36 professors have left—nearly a complete turnover of the faculty. Some students believe professors are dismissed if they teach about issues related to race and homosexuality. Officials say the college is still adjusting to its new status.

President John B. Begley has appointed a committee of trustees, administrators, professors, and students to study the turnover.

Professors, who work under annual, renewable contracts, think the problem stems from the absence of a tenure system. Also, the college has the right to terminate a contract without explanation.

Duane Bonifer, a spokesman for the college, says lawyers advised Lindsey Wilson that such a policy was the best way to protect the college from lawsuits and "the most loving way, the most caring way to approach contracts." It spares professors from having a black mark

on their record, officials say.
Professors who plan to leave this
year, however, say they don't feel so
loved. Instead, they feel baffled
about why they're being let go.

"We can only speculate," says Janet L. Boyd, one of those planning to leave. "Maybe it was the bad evaluation I got from a class. Maybe it's because I wear strange earrings. Maybe it's because of my minority-literature class. I don't really know, because nobody's told me."

The California affiliates of the three major unions representing professors have decided to go at least one step further than their parent organizations in forming an alliance.

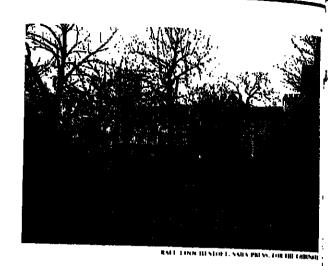
Last summer, representatives of the three national groups—the American Federation of Teachers (AFL-CIO), the National Education Association, and the American Association of University Professors—joined forces in Washington to lobby for more federal support of higher education. It was a rare occasion.

Then, last month, the unions' California affiliates announced a new statewide alliance. Called the California Crisis Committee for Higher Education, it grew out of faculty concerns about the effects of state budget cuts. The committee, made up of officers and staff members of the three groups, plans to lobby state legislators and lead a publicity campaign to dramatize the need for more support of higher education.

Personal & Professional

U. of Chicago at 100: Proud Traditionalist

In a world buffeted by fads and dissension, it remains a sober standard bearer



By SCOTT HELLER

Born of pure faith in the value of research, the University of Chicago 100 years later remains a place apart.

In an era when academic success is measured in multimillion-dollar fund-raising coups, Chicago takes pride in producing more than its share of college professors and presidents. It is the research university's research university, the soberminded standard bearer in an academic world buffeted by fads, politics, and dissension.

In some circles, it is a bastion of traditionalism, a university that respects the past too much. In recent years, the university has been tagged as conservative, both intellectually and politically.

"When you say someone is from Chicago, you can basically place them," says Alexander Nehamas, a professor of philosophy at Princeton University. "It means relatively conservative, rather disdainful of modernity, but very positive about America."

From the start, Chicago was unusual. Founded in 1891 with the support of John D. Rockefeller, the university was created as a home for research, at a time when faith in the value of science was at its peak. The enterprise was so unusual that William Rainey Harper, the university's first president, succeeded in luring college presidents to join his faculty.

61 Nobel Laureates

That confident belief in learning for its own sake remains the spiritual backbone of the institution. (The university's financial backbone is its \$1-billion endowment, the 12th largest in the nation in 1991.)

"The pursuit of learning is itself a value," says Hanna H. Gray, Chicago's current president. "It does not need to be justified by showing that it has social value and civic virtue, though of course it does."

Chicago's influence on higher education is undeniable. Some 118 people who are now college presidents and provosts once studied here. Sixty-one Nobel laureates have been faculty members, students, or researchers. Chicago was home to the nation's first sociology department and an undergraduate core curriculum that continues to serve as a model for colleges elsewhere. The modern nuclear age began here in 1942, with Enrico Permi and the first

controlled self-sustaining nuclear reaction.

The university inspires fierce loyalty among professors and former students, some of whom went from elementary school to graduate school in university-operated classrooms.

Chicago is the university that in 1939 scrapped its football team and built a library where the stadium used to sit. (The university brought back the sport 30 years later.) Its population of 7,200 graduate students is more than twice the size of its undergraduate student body. Its eighead image is a badge of pride.

"It's a mystery that this place has kept itself so distinguished over the last 100 years, with all the natural disadvantages of climate, location, small endowment," says Frank Richter, chairman of the geophysical-sciences department. "There's some sort of psychic loyalty—people who could go anywhere in the world, they stick around."

The university's old-fashionedness is apparent in its very look. Built in a Chacage swamp at the turn of the century, its quadrangle and many campus buildings feature the heavy Gothic architecture of a medieval European institution.

"Chicago murches to the beat a fire

"Chicago marches to the beat of its own drummer," says Cass R. Sunstein, a professor of law here, "It has a real sense of what it's about," Says Stanley N. Katz, executive director of the American Council of Learned Societies and a former Chicago professor. "It is one of the few real universities in the United States, a place that really functions as a community of scholars."

Free-Market Economic Theory

In the last 20 years, Chicago's public face has been traditional, if not conservative, its leading intellectuals associated with Reaganomics and the "Great Books." In a recently published guide book, the National Review urges parent to send their children to Chicago. The university is the long-time home of Allan Bloom, whose best-selling book, The Cloring of the American Mind, helped kick off a period of unprecedented nationwide chicism of higher education.

The 1980's also saw the influence of the university's economics department, whose advocacy of free-market economic theory—while hardly universally embraced—haid the groundwork for Renganomics and its aftermath. "The Cold Waris over and the University of Chicago wo



President Hanna H. Gray: "The pursuit of learning is itself a value. It does not need to be justified by showing that it has social value and civic virtue, though it does."

it," the columnist George Will wrote last year, in a tribute to the "Chicago school" of economics.

The 1991 Nobel Laureate in economics went to a Chicago law-school professor, Ronald Coase. His award marked the triumph of the law-and-economics movement, which holds that economic costs and benefits should be taken into account in legal judgments. Among proponents of the theory are Supreme Court Justice Antonin Scalia, who taught at the law school here, and Richard Posner and Frank Easterbrook, two federal judges who still do.

'A Midwestern Philosophy'

Mr. Nehamas, the Princeton philosopher, sees connections among the intellectual developments coming from Chicago. In a 1987 review of Mr. Bloom's work in The London Review of Books, he wrote of "the emergence of a Midwestern philosophy" having an impact in American politics, economics, law, and literature.

More than most institutions, Chicago has always been influenced by singular intellectual figures on its faculty, including the philosopher George Herbert Mead, the sociologist Robert E. Park, and the economist Milton Friedman. Mr. Bloom's recent fame has spawned renewed interest in his Chicago mentor, the political philosopher Leo Strauss.

Both Mr. Strauss and Mr. Bloom argue that truth can be pursued only through reason. Mr. Bloom's book called for a renewed devotion to the classics of Western thought. He bitterly criticized universities for capitulating to relativism and what he said were 1960's-inspired, feel-good values.

"The Straussians have had quite an impact, both academically and politically, in the last 10 years," says Mr. Nehamas. While marginal in philosophical circles,

they have occupied important federal policy positions, including some in the U.S. Department of Education, he says.

"They don't just deal with details," says Mr. Nehamas. "They provide an explicit ideology, and that's very powerful."

Fifty years ago, it was President Robert Maynard Hutchins, Chicago's fifth president, who exhorted the faculty-and the nation-to care more about the Great Books and their value in undergraduate education. At that time, Hutchins and his unorthodox undergraduate college were considered avant-garde. He and a set of powerful deans were instrumental in establishing interdisciplinary committees, some of which still hire their own professors and all of which train their own graduate students. They include the Committee on Ideas and Methods and Mr. Bloom's home, the Committee on Social Thought, which is part of the social sciences.

Interdisciplinary Research Common

As intellectual trends have shifted, some of Chicago's interdisciplinary committees have come to be seen as outmoded. Several in the humanities are up for review, and could be disbanded or restructured.

In part, that's because interdisciplinary research is common across the board. And many Chicago scholars have resisted the idea—now popular in much contemporary scholarship—that cultural factors such as race or gender affect intellectual judgments.

Chicago has not been a leader in this new scholarship on race, class, and, gender. It has no formal program in women's studies; its African and African-American studies major is only two years old. If anything, the presence of Mr. Bloom and the Committee on Social Thought positions the university in the eyes of some scholars as an Continued on Page A22

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Defining
While note a cade programs define and "Not expublic policing policing policing and a policing age" in the public-page" in the level of a get a few set and a policing age."

Anthony C. Yu, a professor of humanities: "If by leadership you mean we're always chasing what's new, I don't think many of our people work that way."

Public Policy, a Discipline Still Evolving, Focuses More on Preparation of Managers

By DEBRA E. BLUM

Almost 25 years after the first master's-degree programs in public policy were introduced, the discipline that has had to fight hard for acceptance in the academy is still experiencing growing pains.

Long regarded as an academic stepchild of political science, economics, and even business, the field of public policy is here to stay. But it continues to carve out its niche in higher education. Public-policy educators say the field is still in flux and still meets with resistance from scholars in more traditional disciplines.

"On the one hand, we are always confronted with the issue of defending our academic legitimacy, although we've pretty much cleared that hurdle," says John L. Palmer, dean of the Maxwell School of Citizenship and Public Affairs at Syracuse University. "On the other hand, we are confronted with our own evolution and our own need to constantly rebalance things."

Most recently the discipline's evolution has been toward broadening the definition of the public-policy mission—which had been to train students to help public-sector policy makers to decide best how to analyze foreign events, draw up budgets, and handle such complex social-policy issues as health care and education. The emphasis of the original graduate programs introduced in the late 1960's and early 1970's was squarely on training such policy analysts in what was called "optimization techniques."

Now, public-policy educators display a growing belief in the importance of training people who can carry out and set policy, as well as analyze it. Public-policy graduates who traditionally worked in the public sector as behind-the-scenes, number-crunching analysts are taking more visible positions—in both the public and private sectors—as leaders and managers.

As for its balancing act, the discipline continues to struggle to find the right mix of scholarly and applied work associated with policy making, and analytical versus subjective elements of the curriculum.

Defining an Institutional Niche

While no longer considered marginal to the academic enterprise, public-policy programs at some universities continually define and defend their institutional niche.

"Not everyone understands the role of public policy vis-à-vis the traditional academic departments," says Thomas E. Cronin, acting president of Colorado College and a political-science professor who has lectured at several public-policy schools. "Many universities with public-policy programs don't know how to invest wisely in them, and they don't know how to capitalize on their existence."

Public-policy schools have "come of

rubic-policy schools have "come of age" in terms of their quality, rigor, and level of acceptance, he says, but still are not completely understood by people outside the field.

Two decades ago, a handful of universities introduced master's-degree programs that focused on the study of decision-making processes in government. The programs were given a variety of names—"public policy," "public affairs," and



John L. Paimer of the Maxwell School of Citizenship and Public Affairs: "We are always confronted with the issue of defending our academic legitimacy."

"policy science" among them. The new programs were an attempt to create an interdisciplinary context in which future public servants would be trained to make informed, rational decisions. In many cases, the programs were an outgrowth of already existing public-administration programs that were geared to teaching students to carry out public policy and not simply to analyze it.

At the same time, the new programs were seen as a backlash against those public-administration programs, which had been criticized for lacking intellectual rigor and a scholarly focus.

Heavily Quantitative System

The new degree was intended to provide professional training for government officials comparable to the quality and quantity of training available to professionals in business, law, and medicine.

The hard edge that the discipline was seeking came in the form of a bundle of techniques, sometimes called cost-benefit analysis. This heavily quantitative system of decision making, based on economics and an analytical perspective, was at the core of most public-policy curricula.

While the system was gaining credence Continued on Following Page



Public Policy, an Evolving Discipline, Focuses on Preparing Managers

Continued From Preceding Page on the campuses, it was making a mark off the campuses as well: Policy makers in the federal government-some having carned the new degree-were using cost-benefit structures to analyze the budgetary and economic effects of a new series of federal welfare programs started during the Johnson Administration. Officials in the Defense Department and private organizations such as the RAND Corporation, which did studies for the military, also relied on the system.

"Public policy as a discipline helped press government in the direction of more rational, analytic methodology in decision making," says Seymour Martin Lipset, a public-policy professor at George Mason University.

The new public-policy schools eventually developed extensive core curricula that stressed an interdisciplinary mix of economics, quantitative analysis, statistics. and computer science. Additional core courses varied at different institutions, but generally focused on political and bureaucratic systems or the ethical and moral aspects of complete a summer internship.

Most Have Faced Struggles

At least 50 universities have since developed master's programs in public policy. A handful also offer undergraduate or doctoral degrees in the field. Some programs are housed in their own public-policy institutes affiliated with universities; others are located in artsand-sciences colleges or in schools covering the social sciences or communications. At least one pub-



public-policy making. Most Richard F. Elmore of Harvard U.: "Many public-policy programs were vying with older departments for the same resources."

lic-policy program—the Ohio State tive, or too separated from other University's—has found its way scholarly fields. into the university's business col-

Wherever their location in a university, almost all of the programs same resources probably never enhave had a bit of a struggle in the deared them, either," says Richard

From the beginning, people in the field had to ward off detractors from the more traditional disciplines who criticized the programs for being too applied, too quantita-

"The fact that at many schools public-policy programs were vying with older departments for the F. Elmore, professor of education at Harvard University.

Catherine E. Rudder, executive director of the American Political Science Association, says that

Ohio State's School of Public Poli. cy and Management.

"The field is evolving in its philosophy and market orientation." she says. "We understand that our graduates need more political and managerial skills to handle the policy-making, administrative, legistative, and executive roles they are beginning to fill."

Joel L. Fleishman, first senior vice-president of Duke University served as director of its public-policy institute for 12 years. He thinks recent changes in the programs represent a potential threat to the basic tenets of public policy.

"The whole idea of public policy was to bring back together again the disciplines of politics and economics that Adam Smith put to gether," he says, "But we have to found more unqualified acceptance make sure that in this climate of adding new courses to the core there is no weakening of the insistence that students understand quantitative analysis."

New Issues on Agendas

Another challenge facing the field, Mr. Fleishman says, is the need to apply its theories and mellods to areas of policy that probably were not considered when the discipline emerged. Issues concerning health care and the environment, for example, have only recently reached the top of many political and policy agendas, he notes.

What the public is concerned A growing number of private orwith is always changing, and it's ganizations concerned with publicimportant for schools to be responaffairs issues, lobbying organizasive," he snys. "As the field grows tions, and various non-profit agenin other ways and curricula are recies also seek out public-policy examined and added to, we must As the demand for those gradumake sure we are flexible enough ates outside of the government has to bandle new demands and issues. but traditional enough to maintain grown, the programs have been the distinctiveness of public policy changing to meet the new needs, in terms of its rational, analytic while individual scholars in politi- says Astrid E. Merget, director of quantitative core."

He says the faculty is considering

some consolidation of the public-

policy curriculum, although a

range of courses from the quanti-

tative, analytical type to the more

qualitative, nolitical type will be

with professors from other disci-

preserved. Plans to collaborate

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al organizations.

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Research and Higher Education: The United Kingdom and the United States, edited by Thomas G. Whiston and Roger L. Geiger (Society for Research into Higher eiger (Society for Research into Higher Education/Open University Press, available from Taylor & Francis Group, 1900; Frost Road, Suite 101, Bristol, Pa. 19007; 205 pages; \$79). A collection of papers from an Anglo-American conference held in 1989 at the University. in 1989 at the University of York; topics include research productivity and the environment. issues in American science policy, and the impact of state technology programs on American research universi-

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\$2 for shipping). Discusses the psychological development of the college-use child, and how the struggle to establish personal identity affects every aspect of a student's experience of college life.

NEW BOOKS ON Accrediting Team Urges Probation for North Texas Psychology Program

ing "considerable turmoil" in the clinical-psychology program at the University of North Texas, the APA's criteria or risk loss of has recommended that it be placed on probation and that the APA investigate allegations of sexual harassment there.

The recommendations, which were part of a report obtained by The Chronicle, would be acted upon only if the APA's committee on accreditation agreed.

the university's provost. The committee must consider the university's response to the woman of the committee, said it

An American Psychological officials are now preparing the reside team's recommendation, but Association accrediting team, cit-ply. If the program were put on she would not talk specifically probation, it would have two about the North Texas program. years to show that it had fully met It is equally rare for the APA to

put a program on probation. Only accreditation. But North Texas one of the 170 clinical-psycholocould still appeal the committee's gy programs recognized by APA is decision, so a final determination now on probation. on the program's status could In its report on the North Texas take six months. "We do take ex-

program, the APA accrediting team said that it was particularly concerned about allegations by ally harmsed by professors. The team was also critical of the high administrative turnover rate in

DENTON, TEX. site team's report. North Texas was rare for the panel to reject a the department. The team noted that North Texas had dismissed the head of the clinical program after he wrote a negative assessment of the department for accre-

ditors (The Chronicle, January 8). "The team noted with interest that a number of students commented that they believed that the program should be placed on

probation," the report said. Mr. Brownell said that, during its two-day visit, the site team students that they had been sexu- had been "overwhelmed" by a small group of disgruntled professors and students.

-COURTNEY | FATHERMAN

ception to some things in the re-

port and believe we can address

those," said Blaine A. Brownell,

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Harvard's Kennedy School of Government, Facing Criticism, Examines Its Mission

Harvard University's John F. Kennedy School of Government, which for years has taken careful measure of such volcanic issues as the breakup of the Soviet Union and the turmoil in the Middle East, is now sizing up policy matters much closer to home.

Under its new dean, Albert Carnesale, the institute-probably the nation's best known public-policy school—is spending time charting its own future. Mr. Carnesale says the school, which has molded and shaped the ideas of thousands of public servants from around the world, is examining its place in the university and its mission in the profession.

It is also looking inward to examine continuing criticism from grams for high-level public offiboth inside and outside the university that the school's reputais a mover and shaker in world politics has overshadowed its academic goals and accom-

ing in many ways," says John T. Trumpbour, a doctoral candidate in history at Harvard and the editor of a highly critical book pubRules: Reason in the Service of ple the student body, and in- or former policy makers who ofports to have expertise in international relations and development studies, there's no foreign-language requirement."

Founded as the Harvard Graduate School of Public Administration in 1936, the school was renamed in 1966 after the late President. It began offering a two-year Master in Public Policy degree a couple of years later. The school continued to offer a master's degree in public administration and several doctoral programs. It also began running mid-career training programs for executives and managers from the private and public sectors, and special pro-

Explosive Growth

plishments. (Hence one of its largely responsible for the Ken- were also building a reputation toward statistics while leaving

wheeling, entrepreneurial style, school various nicknames (anoth lin my view the danger is that he is credited with helping to er is the "Kennedy School for we'll resolve these conflicts," he more than triple the number of Retired Politicians") because of says. "Constantly needing to relished in 1989, How Harvard faculty members, almost quintuits knack for hiring policy makers balance and re-evaluate the pro-

Empire. "For instance, it's pretty crease the school's endowment ten have no academic credenmore than sixfold during his tenure. He also attracted to the campus a long list of faculty members with distinguished reputations as scholars or high-profile reputa-

tions as politicians or journalists. Eight research centers affiliated with the Kennedy School and the school's Institute of Politics, which serves as a bridge between Harvard and the world of politics, grew under Mr. Allison's leadership as well.

Using those structures, Kennedy School professors, including Mr. Allison himself, have had a hand in such world events as the transformation of economies in Eastern Europe to free-market Systems.

.While Mr. Allison was b Graham Allison, the school's the world, his brash management nicknames: the "Kennedy nedy School's explosive growth for controversy at home. Critics out the human side of politics. Running the school with a free- training students have given the discipline and what keep it fresh,

The second secon

grams keeps things dynamic."

cal science may have shunned pub-

lic policy, her field as a whole has

embraced it. "Political scientists

recognize that public-policy spe-

cialists are filling in our under-

standing of politics," she says.

prejudice toward public policy has

more to do with organizational

matters than with the field's contri-

Master's programs, she says,

tend to be more applied and less

theoretical than doctoral programs

and thus in most fickls command

Public-policy programs have

in government and industry. Al-

though the degrees seldom hold the

same status or command the same

salaries as other professional de-

grees, such as the master's degree

in business, they are respected and

The majority of public-policy

graduates choose to work in the

public sector, divided almost even-

ly between the federal government

on one hand and state and local

governments on the other. Another

large employer of graduates has

been for-profit consulting firms

with clients in both the private and

bution to a body of knowledge."

Jobs in the Public Sector

less respect.

sought after.

public sectors.

graduates.

The source of awkwardness and

The Kennedy School's special programs—one of which enrolled 28 senior-level Soviet military officers last fall, after the abortive coup in the Soviet Union—have been criticized as lacking scholarly detachment and being too cozy with the government.

Tensions Are Important

Among Harvard professors, the school's rapid expansion led to resentful charges that the Kennedy School had diverted money and distracted attention from departments in other schools at the university. Faculty members in may have more money, more stuthe Kennedy School itself have dents, and more attention from clashed over the relative imporan institution whose reach over tical work in the field. Some tance of scholarly work and prac- other public-policy programs. policy making extended around students and professors have critdean from 1977 to 1989, was style and zeal for raising money lum for being too heavily tilted

and rise in reputation over the last who believe the school needs to According to Mr. Carnessie, emphasize scholarly work in the tensions are a hallmark of the

plines are also being considered, he says, to prepare courses that will train students for more than just careers as public serv-"The public-policy mission is growing, and so is the way we educate people going into the profession." he says.

While the Kennedy School some of the problems it facesthose centered on the composition of the faculty and the focus of the curriculum, for example—are common throughout the disci-

Says Richard F. Elmore, an education professor at Harvard: "Much of what goes on at the Kennedy School is unique to that setting, but symptomatic of what's going on in the field."

-- DEBRA E. BLUM

At 100, the U. of Chicago Remains a Sober Standard Bearer

Continued From Page A19 opponent to many of the new intellectual developments.

But the business of preservation can be a form of leadership, argues Anthony C. Yu, a professor of humanities who, in classic Chicago style, has appointments in the divinity school, the English and East Asian Languages Departments, and the Committees on Social Thought and Comparative Studies in Literature.

Says Mr. Yu: "If by leadership you mean we're always chasing what's new, I don't think many of our people work that way."

Philip Gossett, dean of the humanities, bristles at the conservative tag, pointing to the creation of an interdisciplinary humanities institute, the wide range of the University of Chicago Press, and Critical Inquiry, a journal housed in the English department that has long featured theoretical approaches to the study of literature.

"What they've done is presume that because Alian Bloom is here we're a conservative institution." he says. "And that's false. But this is an institution that isn't concerned with defining its vision of the humanities in a single way."

'Relentlessly Meritocratic'

Gerald Graff, a literary theorist and founder of Teachers for a Democratic Culture, a group that aims to combat right-wing attacks on academe, this year joined the English department faculty. Says Mr. Gossett: "I think a faculty that can boast Allan Bloom and Gerry Graff is doing all right for itself."

Mr. Sunstein of the law school says the university's "relentlessly meritocratic" atmosphere means that people are not equated with their political or intellectual positions. "People who are most insistent that racism and sexism have affected academic thinking," he says, "are insistent that there is good work and not good work and there are ways to tell."

How? Talk about it. And talk and talk and talk.

Chicago scholars love to argue, to poke holes in each other's positions, to read and critique each other's manuscripts—intensely.

Even lunch is serious business. Every day at noon, the Quadrangle Club fills with professors ready to argue. One table at the faculty club is reserved for chemistry professors. Another awaits business- ments and professional schools, school professors. The most prominent table in the main dining room, the Round Table, is presided over by a group of older scholars from across the university, who have held court daily for as long as anyone can remember.

working Lunches

A handful of professors have sat at the same table—and even in the same seal-for at least 30 years, getting an assistant professor says the club's manager. Nicholas

Richard A. Epstein is a regular at the law-school table. "Lunch for astronomy and physics, says the university has always chosen to do gere do work harder than they do fewer things, but to do them well. other universities, it's seen as That attitude allowed him and his nore of a calling and less of a job."

tially Chicago, despite his Brook-sity will build its own telescope, is field is now professor of education lyn roots. He teaches in the law expected to map the positions of a and social policy at Harvard Unischool, sends his kids to the university-operated elementary school, and skips away from the office to watch his son play in a neighborhood Little League. He is also a prolific and staunch libertarian, arguing that government regulation, in virtually every aspect of social policy, is a bad thing.

There is no shortage of profes-

"It creates eccentric people, and it allows

eccentric people to flourish. And sometimes.

who wants to live with eccentric people?"

sors for him to spar with. Some 70 per cent of the university's professoriate lives in neighboring Hyde Park, making for an intense, if somewhat cloistered, academic environment in which scholarly arguments spill over to the aisles of nearby supermarkets and book-

Its Midwestern home, and Hyde Park in particular, are crucial to Chicago's continued distinction, argues Mr. Epstein. "We don't suffer from bicoastalism, which I think is a very bad academic disease," he says.

To some women, though, the university is an imperfect home. Only 16 per cent of the university's faculty members are women. About 9 per cent are minoritygroup members. "It's a male place," says Susan Goldin-Meadow, an associate professor of psychology and education.

Scholarly intensity and respect for seniority are defining characteristics of the university, she says. "It creates eccentric people, and it allows eccentric people to flourish. And sometimes, who wants to live with eccentric people?"

Finding Topnotch People

Chicago attracts students and faculty members who know what they're getting into, and why. Administrators tend to get out of the way and let faculty members do their own work. The universi-. ty's budgeting structure encourages connections between departsuch as business and medicine, through joint appointments and interdisciplinary committees. "The university has no tariffs or customs fees to pass from one of its neighborhoods to another," Mrs. Gray

Departments are able to recruit topnotch people, not merely fill slots, when they can make a case to the administration that they are among the best in his or her field,

Michael Turner, a professor of colleagues to create the "Map of A mulfidisciplinary motor- the Universe" project in 1990. The mouth, Mr. Epstein is quintessen- 10-year effort, in which the univermillion galaxies.

Says Mr. Turner: "It's very ambitious. It's high risk. But this is Similarly, Mr. Sunstein and his

colleagues in the law school and established a Center for the Study of Constitutionalism in Eastern Europe. Because they got the administrative O.K. quickly, they were able early on to collect records on the development of constitutions in seven Eastern European countries and five former republics of the Soviet Union.

Like Mr. Sunstein, scholars often have connections to several departments, as well as ties to such research centers as the Enrico Fermi Institute and the National Opinion Research Center. One of Chicago's most prominent scholars is William Julius Wilson, a professor of sociology. He works with professors from various departments as well as the opinion-research center in the Chicago Urban Poverty and Family Life Project. Researchers in the project have used surveys and conducted first-person interviews to assess why members of different racial groups respond differently to adverse economic

A 'Social Laboratory'

Mr. Wilson's work is enormous in scale. But it is unusual in the social sciences at the university, which spawned the nation's first department of sociology, earning praise for using the city as a "social

Today Chicago's department is still among the best in the country. But scholars' work is more likely to be in mathematical modeling or "rational-choice" theory than in applied policy solutions.

Gary Orfield says he left the university precisely because its social scientists were more interested in methodological fine-tuning than in helping the people nearby. Mr. Orversity. "It's a very theoretically

oriented university," he says, "It has very weak ties to its community and to public policy in general. And where it does have ties it tends But James S. Coleman, professor of sociology at Chicago and president of the American Sociological Association, says the con-

"Lunch for us is part of

work. I think people here do work harder than they do at other universities.

to be conservative.

It's seen as more of a calling and less of a Job."

nections between sociologists, political scientists, and economists being forged at Chicago could lead to a larger reconstitution of the social sciences nationwide.

Unprecedented Hiring Freeze

Chicago has not escaped the troubles that have beset other research universities. Late last year, President Gray announced an unprecedented faculty-hiring freeze, optimism, so be it. But we're not citing difficult economic times and possible drastic changes in how the — scarch

federal government reimburses overhead costs for faculty re-

The freeze signals strained relations between the faculty and administration at an institution respected for a tradition of shared governance. Mr. Richter, the geophysicist who heads Chicago's version of a faculty senate, says he and his colleagues met regularly with Mrs. Gray on budgetary matters. "Then, bung, a week later comes this announcement that we'd never heard," he says. "It gives you a feeling of being rather poorly informed."

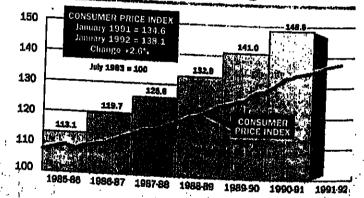
'An Irrevocable Change'

With an aging faculty, Chicagois also worried about the uncapping of mandatory retirement, due to take effect in 1994. Professors already continue to teach part time after they have retired. Faculty members and administrators fear that more and more will stay on full time if not forced to retire.

Born of faith, Chicago turns 100 an increasingly faithless academic environment. Research universities are no longer held up as beacons of truth and learning.

"What's changed in a century and I think it's an irrevocable change—is the kind of optimism we had in 1900," says Barry D. Karl, professor of history, "If we have to get along without the going to get along without the re-

Faculty Pay and the Cost of Living



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Paul L. L. Biddle, the Navy auditor praised and pilloried for his work exposing alleged misuse of federal funds by Stanford University, wants a seat on the other side of the Congressional witness table.

Mr. Biddle has resigned as the Office of Naval Research's representative at Stanford to run for Congress from the district that includes the university. He gained fame after testifying about Stanford at Congressional inquiries into universities' misuse of federal research funds.

Mr. Biddle will face at least four other contenders for the Republican nomination.

One group unlikely to contribute to his campaign: the Stanford administrators. They have accused the whistle blower of trumping up charges for his own financial gain. Mr. Biddle has filed a federal lawsuit that would give him up to 30 per cent of the money the government recovers from Stanford.

He says he is only seeking what he is entitled to under the law and would give much of anything he received to charity.

A Washington lobbying group last week identified millions of dollars earmarked by Congress, without merit reviews, for individual colleges in the 1992 federal budget.

Tom Schatz, acting president of the Council for Citizens Against Government Waste, issued the list, part of a report called "the 1992 Congressional Pig Book," at a press conference. While denouncing "pork-barrel spending," he was accompanied by two live pigs. The publication contains descriptions of 850 pet projects—at colleges and elsewhere-totaling more than \$8billion dollars.

Among the specific examples cited by Mr. Schatz was a \$10-million appropriation from the Department of Defense to Marywood College for the construction of a building to house the Institute for Family Support Services. The institute will serve as a center for research conducted by Marywood professors into the nature of stress experienced by military families, according to Jeff Lewis, the director of college relations at Marywood.

He said the award was deserved, and that non-competitive grants are necessary to give smaller colleges a chance to compete with larger universities for government funds.

Rep. Joseph M. McDade, a Pennsylvania Republican whose district includes Marywood. Mr. McDade is the ranking Republican on the House Appropriations Subcommittee on Defense.

Sen. Hank Brown, Republican of Colorado, said that spending money on such projects was "eliminating the future of our children." He said he planned to introduce the Spending Priorities Act of 1992, which, if passed, would set a list of criteria that would eliminate wasteful, special-interest spending.

Government & Politics

Loss of Federal Grants for Expensive Equipment Upsets Scientists at Major Research Universities

They call government shortsighted for slashing budget of small-instrumentation program at NIH

By STEPHEN BURD

BETHESDA, MD. Scientists at major research universities are upset about the loss of grants from the National Institutes of Health that provided them with expensive research equipment in years past.

The grants came from the Small Instrumentation Program, which in fiscal 1992 has a budget of \$5-million, 69 per cent less than last year. NIH officials have responded to the cut by eliminating most major research universities from the program.

University researchers argue that the reduction continues a worrisome government tendency of neglecting the research infrastructure. Two other NIH programs designed to support that infrastructure are also expected to reduce the number of grants they award.

President Bush did not propose increases for any of the programs in his budget plan for fiscal 1993, so the shrinkage of the programs is likely to continue.

"The loss of these funds will only exacerbate the problem of the deteriorating and obsolete academic infrastructure," says Patricia Warren, director of the Higher Education Collequium on Science Facilities.

"The NIH is forced to cut off

three programs that institutions have found essential to conducting

scientific inquiry. It is not a healthy situation.'

"It is yet another example of shortsightedness on the part of the federal govern-

Last year, 628 institutions received grants through the Small Instrumentation Program to purchase research instruments

Adjustment of U.S. Weapons Laboratories to Post-Cold-War Era Stirs Policy Debate

By KIM A. McDONALD

The end of the cold war and efforts to reduce the U.S. nuclear arsenal have forced officials at the Department of Energy to begin reshaping the missions of its three nuclear-weapons laboratories.

In presenting his fiscal 1993 budget request last month, Energy Secretary James D. Watkins explained that his department would shift its resources from nuclearweapons development toward activities involving the dismantlement of warheads and efforts to clean up nuclear wastes.

"The missions of the weapons laboratories are shifting rapidly from swords to plowshares," he said.

How rapid that shift should be and how the laboratories should be reconfigured are matters of major contention among policy

'Feverish' Diversification

In a letter this month to Mr. Watkins, Rep. George E. Brown, Jr., a California Democrat who chairs the House Committee on Science, Space, and Technology, said he believed the department should concentrate its nuclear-weapons research in one laboratory.

"The nation no longer needs three nuclear-weapons labs, all of which are trying desperately to retain as much of their defense activity as possible, while also diversifying feverishly toward civilian missions," he wrote.

The DOE's three weapons laboratories are the Lawrence Livermore National. Laboratory in Livermore, Cal., and the Los Alamos National Laboratory in Los Alamos, N.M., both of which are operated by the University of California, and the Sandia National Laboratories in Albu-



Edward A. Frieman: "It's clear that the world is changing rapidly, so a proposal such as George Brown's could end up being terribly counterproductive."

querque, N.M., which is operated by AT&T. The laboratories conduct weaponsrelated work but are also major centers for research in nuclear fusion, materials science, and biotechnology.

Mr. Brown recommended in his letter that the Energy Department, over the next three to five years, transfer all of the nuclear-defense and nuclear-non-proliferation research done at Livermore to Los Ala-

Livermore, which devotes about half of its research to nuclear-weapons work, would be converted under Mr. Brown's Continued on Page A26

that cost from \$5,000 to \$60,000 apiece. Every institution that received Biomedical Research Support Grants from the NIII was eligible for an instrumentation grant.

The size of the grant corresponded to the size of the institution's Biomedical Research Support Grants, which are awarded to institutions that receive grants totaling \$500,000 or more from the NIH. The research grants are used for financing pilot studies and "bridge studies," which continue research while grant recipients are waiting to find out if their grants have been renewed, and emergency repairs and renovations to science facilities.

This year, because of the tight budget for the Small Instrumentation Grant Program, the NIH will award those grants to half the institutions that received them last year. Agency officials have decided to give the grants to "the lower half" of the groupthose institutions that received less than \$21,600 in Biomedical Research Support Grants last year-says Sonny Kreitman, a special-programs officer at the NIH.

Scientists and administrators at large research institutions question the decision to cut them from the program. "Here we have major universities with deteriorating facilities getting another gratuitous hit in trying to maintain the country's eminence and competitiveness in scientific research," says Edward Laumann, dean of social sciences at the University of Chica-

A 'Significant Negative Effect'

Garland Hershey, vice-chancellor for health affairs at the University of North Carolina at Chapel Hill, says the loss of the instrumentation grants will have a "significant negative effect" on research at his institution. The university received \$167.-000 from the program in 1991 and will receive none this year, he says.

"This will leave us with an inability to provide for our investigators the instruments and equipment that enable them to be productive scholars," he says.

According to Mr. Kreitman, the NIH decided to provide the grants to the lowerhalf institutions because it would be easier for the major research universities to find other sources of money for instrumentation. "The larger institutions have a greater base from which to get funds," he says.

Researchers at the in qualify for the awards agree. "A small amount of money for the acquisition of small instrumentation has a greater impact on a small research institution than it does on a larger one." says Elizabeth C. Lieberman, director of the Office of Sponsored Research at Wellesley College.

Ms. Lieberman says that major research institutions are not the only ones conducting important scientific studies. "Larger institutions tend to have a bias against the research done at smaller schools," she says. "The research that is done at colleges like Wellesley is as important and is of as high quality as research at large uni-

Continued on Page A27

starting to get a little suspicious about investing in applied research as an economic-development

Their impatience has been intensified by the recession. Many politicians now believe state funds would be better spent on programs that have a faster, more direct impact on industry. Many of the new economic-development strategies are designed to provide quicker aid to industries, such as help in modernizing manufacturing or eliminating barriers to new markets.

While the new approach means some research universities will no longer reap the side benefits of levels and operations vary, most state largesse, experts say other sectors of higher education-purticularly community colleges could ultimately benefit, as states and they were created under the apply more of their economic-de- administrations of governors who velopment funds to such strategies as improving worker training.

Some Maintain Support

Some states, including New Jersey and Texas, still strongly support their research programs and have substantially maintained their 34 per cent. to \$6.7-million from financing. And some governors. \$10.2-million, in the first year of notably lowa's Terry Branstad, a the 1991-93 biennium. He would Republican, are proposing budget increases for economic development based on university research. But examples of disenchantment abound

nancing for the Ben Franklin Cen-

Kentucky's Gov. Brereton C. Jones says he will sign a bill that will change the way in which university board members are appointed. The bill could lead to the removal of his predecessor, Wallace C. Wilklnson, from the University of Kentucky Board of Trust-

Just before his term as Governor expired in December. Mr. Wilkinson, a Democrat, appoint- Under any new system, the is- provide enough aid for low-in- dication of Florida's attitude

The new law will prohibit such appointments and end the terms of all board members on July 1. The Governor would have to appoint new boards, using a list of candidates provided by a ninemember screening committee. To maintain continuity, he would have to reappoint at least half of the board members, but no individual members would be guaranleed reappointment.

Mr. Jones, a Democrat, has not said whether he will reappoint Mr. Wilkinson to the University the money appropriated for the university faculty members and tor that there were no grounds for of Kentucky bourd. Many stuprivate-college grants into needadministrators would be cut 3 per criminal charges. dents and faculty members have based aid. But the Council of cent. The money saved—about

law would help colleges. "The residents. The council noted best thing we can give them is the that the size of the grants had

Said Mr. Wilkinson: "Make no bles. mistake about it. This legislation The tuition-assistance grants and this move is directed at me. have dropped from \$1,500 in We mustn't make the mistake of 1989-90 to a low of \$1,350 in 1990. thinking that reconstituting the 91. The grants are now about

lion to about \$25-million.

Financing for Ohio's Edison Program has increased, but the entire program is being re-evaluated. Gov. George V. Voinovich, a Republican, has said he wants to be sure the state is getting an adequate return on its investment.

2 Key Characteristics

Research-based, economic-development programs in Illinois, Massachusetts, Nebruska, and Virginia have all been cut, revamped, or challenged on their ef-

While the programs' financing share two key characteristics: They exist in states where severe financial problems have occurred, are no longer in office.

The challenge to Virginia's program, the Center for Innovative Technology, is typical.

There, Gov. L. Douglas Wilder, ing state support for the center by suspend all financing for the second year, pending the outcome of an overall review of the program. really meets industry needs." About two-thirds of the center's



a Democrat, had proposed reduc- Roger W. Elliott of Texas's higher-education board: "The state programs have turned to evaluation a little too late."

Secretary of Education James and State University for fiber-optic W. Dyke, Jr., says the state needs research that attracted \$7.5-million to "make sure the research that is in private support and helped sevbeing supported at the universities eral companies in the Roanoke

Officials of the center say it has budget is used for university re- been effective. Its success stories ministration is not out to kill the Pennsylvania has trimmed fisearch grants, which must be include about \$2.6-million in grants center, which was started in 1984 matched by support from industry. to Virginia Polytechnic Institute under then-Gov. Charles S. Robb.

And Mr. Dyke credits the center for having "had some sporadic successes." But in times of tight budgets, he says, Governor Wilder wants "a more focused approach."

Business support for the center has been less than wholly enthusiastic, but its legislative backers have been successful in reviving its financing. The Virginia House of Representatives has recommended restoring financing for the center to about \$8.2-million annually; the Senate, to about \$9-million. The two houses are expected to resolve their differences by next month. but the Governor could still veto the money from the budget.

No Rescue in Illinois

The Illinois General Assembly produced no similar rescue campaign when the Illinois Technology Challenge Grant Program came under fire. Created in 1989, the program provides grants to universities, research labs, and private companies. It received \$20-million in 1989-90 and \$17.2-million in 1990-91. In the current year's budget, it received \$7.3-million.

Some of the reduction was proposed by the state's new Governor, Republican Jim Edgar, But the final cuts came from Democratic legislators, according to David E. Baker, president of the Illinois Co-

They were looking for "Republican programs" to cut, to generate more money for spending on social programs, Mr. Baker says, "It was technology versus welfare." The

End Paper: An Artist Who Speaks Like a Prophet **B56**

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STATE NOTES

- Kentucky to change appointment process for university boards
- Private-college pledge on student ald saves Virginia state grants
- Florida's governor says he will veto 3% cut in top state salaries
- Ohio audit finds mismanagement by community-college officials

the faces are going to change." -MARY CRYSTAL CAGE

Virginia's Gov. L. Douglas Wilder has decided not to cut a tuition-assistance program for ries of the state's highest-paid residents who attend private institutions.

In exchange, private-college officials have promised that they will provide sufficient financial aid to low-income students.

Originally, the Governor's office proposed converting part of ure, the salaries of about 2,200 criticized the former Governor Independent Colleges in Virgin- \$10.4-million—would then be \$15,000 was spent between July gram was an important source of employees without increasing Governor Jones said the new financial aid for middle-class taxes. cause of the state's budget trou-

boards of our universities repre-sents reform of higher education. in which the private colleges will

would remain the same. —M.C.C.

The Florida Legislature has approved a budget that would slice 3 per cent from the salaemployees—many of them faculty members at state uni-

Democrat, has promised to veto the legislation

Under the Legislature's meas-

Governor Chiles said the Leghighest-quality boards of trustbeen reduced in recent years beenough money for education and other programs. His proposed per-cent pay raise for all state employees, calls for some tax in-

Patrick Riordan, a spokesman

come students, the state grants about higher education, "It says the Legislature has contempt for the faculty of the university system," Mr. Riordan said, "This sends a signal to the faculty to getting is good,"

-GOLDIE BLUMENSTYK

Ohio's auditor said he had But Gov. Lawton Chiles, a found numerous examples of mismanagement by former administrators of Southern State

for appointing himself to the in argued that the grant pro- used to provide raises to low-paid 1984 and June 1989 by campus officials without approval of the association, which will be fi-Board of Trustees and without going to bid.

College officials also signed a tions. three-year contract with a local farmer who was allowed to use a gents has selected a 420-acre site budget, which would provide a 2- \$25,000 barn in exchange for proriculture students.

In 1985, at the end of the contract, college officials simply left Legislature's measure was an in- ty-free of charge and without a problems.

new contract. Despite such occurrences, neither the auditor nor Rocky Coss, the Highland Connty prosecutor, thought criminal charges should be filed.

Mr. Coss said it was a civil matter and that he would turn it over to the state Attorney General for further action.

No charges were brought against Lewis C. Miller, who was president of Southern State for 13 years until he retired in 1988. His lawyer, Thomas L. Rosenberg, said Mr. Miller was pleased. As management, Mr. Rosenberg said: "Any college president leave Florida. Get out while the looking back in hindsight would probably do things differently."

Briefly noted

With Maryland scheduled to abolish its state governing hoard for community colleges on July I and shift authority for the institutions to the state's Commission on Higher Education, the trustees and presidents of Maryland's 17 community colleges have organized the Maryland Association of Community Colleges. The nanced by the community colleges, will lobby for the institu-

■ The Florida Board of Reoff Interstate 75 south of Fort viding a laboratory setting for ag-10th university. The timetable for developing the new institution for the university system, said the the barn on the farmer's proper-state resolves its current budget

THE CHRONICLE OF HIGHER EDUCATION

Section 2

February 26, 1992



A T THE ANNUAL MEETING OF the Modern Language Association in December, a distinguished panel of senior scholars answered charges that humanities education was being politicized and corrupted by the forces of

By Gregory S. Jay

"political correctness." As I listened to those eloquent voices, I found myself growing uncomfortable. I knew we were in some vague sense "on the same side," but something was wrong with the way the counterattack was taking shape. In rebutting conservative accusations

that leftist academics were biased, narrowminded, motivated by politics, and a threat to scholarly objectivity and academic freedom, the panel answered by accusing the conservatives of being biased, narrowminded, motivated by politics, and a threat to scholarly objectivity and academic free-

While there is probably some truth in both sets of charges, it does not explain the turmoil on campuses and in the media about PC. The charges and countercharges obscure a deeper and more intractable problem that cannot be resolved by the calls that I heard at the MLA convention for tolerance, pluralism, or academic free-

Put simply, the truth is changing, and a lot of people don't like that. At some point, disagreements about the truth are too basic to be resolved by invoking objectivity and

The First Round of the Culture Wars

Liberals are losing because they have not heralded their achievements

diversity, since in practice not every opinion can receive equal respect and equal weight. In education, we do not teach all opinions about the truth, only those about which a professional community of scholars has reached some consensus—if only for the time being.

The consensus about the truth among scholars in literature, history, and other fields has begun to change radically, and it is this new set of truths that we must explain and defend. We should not pretend that scholarly developments in feminism, multiculturalism, and gay and lesbian studies, for example, can be integrated into college curricula without threatening the truth as it previously has been taught.

Ironically, some conservatives are making this same point in criticizing the assault on "political correctness." Writing in the

OPINION

December 26 issue of The Wall Street Journal, Robert K. Kelner, former undergraduate editor of the Princeton Sentinel, a conservative student newspaper, ob-

jects to those conservatives who use popular slogans about "academic freedom" and "free speech" that dishonestly mask their real goals. Many conservatives, he bluntly admits. "actually want a politically correct cumpus. . . . Conservatives never sought parity with

the campus liberals. We sought-and still seek-ascendancy. We wanted our universities to craft conservative curric-R. KELNER points out that the uni-

A never be "just an empty shell-a repository for any mutant ideology that might choose to take up residence." A university, I would add, is not obligated to establish White Supremacy Centers as a balance to African-American studies programs and need not offer a course on "The Hoax of the Holocaust" or "The Inherent Inferiority of Women" to make the curricula more pluralistic.

Mr. Kelner and I agree, then, that free speech and academic freedom are not the essential issues. Professors of biology are not infringing on anyone's academic free-. dom when they decide to teach the theory of evolution, based on scientific empiri-

Continued on Following Page

The First Round of the Culture Wars: Liberals Are Losing

Continued From Preceding Page cism, and not scientific creationism, based on a literal interpretation of the Bible. A student cannot use the right to "free speech" to justify wrong answers on the biology mid-term, either. Should every class in American history be required to remain neutral on whether Native Americans were the victims of genocide? Should geography professors include material in their courses on the flat-earth theory or mathematics professors give respectful ear to those arguing that two plus two equals

TE FACE a messy reality in education: There is always a fine line between opinion and truth, and our job has to be the drawing of that line. How else can we grade papers, evaluate theses, or pronounce a manuscript publishable? Of course, truth in this context is never absolute, unshakable, or timeless. Academic truths represent the rough consensus of a professional community as it evolves over time, and such truths depend upon the establishment and use of professional criteria.

As academics we have recognizable ways of changing the truth: We do research, we find evidence, we present arguments, we try out new ideas, we test hypotheses against test cases. Finally, we must persuade audiences of our peers (and less often, unfortunately, the general public) that we are right. These "legitimation" procedures are never perfect; they are always subject to our frailties, including our personal tastes, beliefs, self-interest, and political convictions. The process can maintain its integrity only if it allows new truths to emerge.

Educators cannot escape the contradiction built into the impossible job that sociely has assigned to us. We are asked, as Mr. Kelner reminds us, "to convey the traditions and values of our society from one generation to the next." But we are also charged, as he fails to mention, with the task of producing new knowledge. Over the last 20 or 30 years, scholars in the humanities have used the traditional legitima-

tion procedures of their profession-the refereed article, the scholarly monograph, the conference presentation, the tenure and promotion process, the classroom dialogue—to produce an astonishing body of new knowledge about how cultures treat those groups and individuals who are branded as not belonging to the dominant

Contrary to some accounts, this knowledge was not produced by a group of "tenured radicals." It began us an insurgency among part-time and untenured women, among minority intellectuals, and among gay and lesbian critics-among, in short, the have-nots of academe. They often were joined by younger men and women of the mainstream who turned away from the "close reading" of the New Criticismwhose stress on aesthetic issues often went hand in hand with a conservative political agenda-and turned to the theories of cultural criticism available in French post-

Westerns, comic books, or (gasp!) books by women and people of color, the reality is that curricular changes have not everywhere kept up with the new scholarship. Alarmed by the bad publicity generated by critics of PC, the MLA commissioned a survey of 600 English professors last year to see what books and authors they were requiring. The results were no surprise to anyone who teaches every day in an English department or to anyone who has actually bothered to go to a campus bookstore. Hawthorne, Thoreau, Melville, and Emerson, for example, were still rated the most important authors for courses on 19th-century American literature.

ing thrown out of the curriculum in favor of

Phyllis Franklin, the executive director of the MLA, told The Washington Post last month, "The canon is alive and well. People in our field are relatively conservative when it comes to selecting the works they assign students to read." Ms. Franklin's



"We face a messy reality in education: There is a fine line between opinion and truth, and our job has to be the drawing of that line."

structuralism and British Cultural Studies, both of which reject "art for art's sake" and stress how works of culture belong to the larger struggles of their societies. It is a testimony to the soundness of the legitimation procedures that such modes of criticism became fairly widespread and respectable, despite the fact that most tenured faculty members initially disagreed with them.

The resistance to this new knowledge continues to be formidable. Although we hear much in the press about classics' be-

interpretation placates conservative ideologues at the cost of misrepresenting both the significance and importance of curriculum reform. The MLA survey does not reveal how canonical authors are being taught. When you pursue that question, it appears that the new scholarship may actually be making some real head-

I suspect that the truth one learns about Shakespeare or Shelley or Melville in many classrooms today is not the same truth that was taught in the 1950's or even the 1970's. In fact, the new scholarship represents a marked improvement over that of previous generations, for it includes much that was overlooked or left out. Postcolonial theory now helps us to see how Shakespeare's Othello and The Tempest dramatize England's engagement in imperialism. Feminist criticism, likewise, combines with new historical scholarship to improve our understanding of gender roles in the Renaissance and of the way popular theater reproduced or subverted them, Deconstructive criticism questions the longheld belief that Romantic poets saw a living correspondence between nature and language, for they show instead how skeptical Shelley and others were about the powers of representation.

S EVE SEDGWICK ARGUES IN Epistemology of the Closet, gay and lesbi-A an studies concern themselves with how everyone's sexuality is constructed by society and shed tremendous light on the literary works of dozens of "straight" canonical authors. In the canon-busting (and notorious) Heath Anthology of American Literature, we can read the literature of Native Americans along with the narratives of the explorers and pilgrims who

claimed to be "discovering" America. My point, then, is that the best way to answer the conservatives is not by reaffirming academic freedom or free speech.

but by pointing to the legitimate achievements of the new scholarship and critiand new truths that we are producing and well as political grounds.

ity, and we ought to be forceful in saying

things if it's only to each other? Academic liberals and leftists have lost the first round of the culture wars to the conservatives, who have a sophisticated understanding of how to get their ideas translated into plain English and public policy. Meanwhile, the rest of us have ignored the job of communicating the value of our work to a larger public audience. If we feel misunderstood, much of the blame has to be our own. If we feel misrepresented, then we had better get to work on representing ourselves and our work in more accessible and persuasive

as well as Commentary, The New Criteritrast this to the proliferation of special-interest academic periodicals, in which brilcommunicate with a few hundred likeminded scholars. We have Critical Inquiry, Diacritics, New Literary History, Signs, Representations, Cultural Critique, but no general-interest magazine that reaches outside the academy.

Without abundoning our necessary ment of programs that bring the new scholarship into that medium.

imperative as budget cuts provide opportunities to end reforms or close down controversial programs. The conservative attack proves that there is no ivory tower and that we will not be allowed to pursue our work on campus if we cannot make that work understood and influential in the world

Gregory S. Jay is professor of English and comparative literature and coordinator of the graduate program in modern studies at the University of Wisconsin at Milwaukee. His latest book is America the Scrivener: Deconstruction and the Subject of Literary History (Cornell University LETTERS TO THE EDITOR

Public Universities: Realities and Challenges

John J. Clayton's Point of View, "America Is Destroying Public Higher Education" (January 29), fails to reflect the reality and challenges that our present financial crisis present for U.S. universities.

The reality is that government. whether state or federal, has fewer dollars for programs of any kind, including those for teaching and research. The challenge to universities, like that to other organizations, is to find new ways to achieve our priorities and to eliminate those which are of less value to us. This is as true in the independent sector, which Clayton dismisses, as in the public sector.

Professor Clayton concludes with a reference to the violent movie Blade Runner to convey his apocalyptic vision of a possible future. We need his better visions, skills, and intelligence to create alternative solutions to our problems, not a sense that our present troubles will present us with a Hollywood future-either good or bad.

RICHARD L. MCDOWELL

TO THE EDITOR:

Amazingly, John J. Clayton's opinion piece obviates his own lead illustration of the Polish window washer: "That man is putting two sons and a daughter through university! You understand? And that's

Yes, he was busy working and saving for the revered goal of a college degree. Busy with economic self-reliance. Busy exemplifying an ethic of productivity. Busy with a dedication toward family commitment. He evidently was not busy cajoling government for handouts, schools for awards, or banks for loans. . . .

Instead of individual responsibility, thrift, self-determination, and family sustenance, Professor Clayton offers us the palliatives of increased taxes, the dole, and greater governmental control. That's Ameri-

HENRY J. STONIE Chair of the Humanities and Social Sciences Division Emerson College

TO THE EDITOR: One of John J. Clayton's comments demands a response. In dis-

cussing the rising costs to students at the politicization of the univerthe University of Massachusetts, he sities. All values and standards were says, "What's happened to low-income students? They go to inexpensive community colleges near their homes-or they just don't go." And what, precisely, is it that disturbs Professor Clayton about students' attending an inexpensive community

college? Community colleges typically educate students at a full-time equivalent cost approximately half that of a research university. Part of the reason because our faculty are hired to teach and encouraged to do research (not the other way around).

At my community college, 42 per cent of the arts-and-science (that is, transfer) faculty have carned the appropriate terminal degree in their flelds; 30 per cent . . attend more than one instructional-improvement program or assessment session annually; 31 per cent received support from the college to attend at least one professional seminar or meeting last year; and 8 per cent either published a paper or participated in a profes-

Studies conducted by the Washington State Board for Community and Technical Colleges show that community-college students who transfer to four-year schools in the state consistently carn higher gradepoint averages than native students at the same level. It would appear that lower-division students, no matter what their income level, might be making a smart academic decision by choosing those "inexpensive conmunity colleges near their homes."

RICHARD D. FULTON
Dean of Faculty
Clark College
Vancouver, Wash.

TO THE EDITOR: Professor John J. Clayton is sadiv mistaken when he says that America is destroying public higher education. What he should have said is that American higher education in general has destroyed itself. Where was

Professor Clayton during the last 30 years? On an extended sabbatical or The general public is not as be-

nighted as tenured and cloistered professors of English would assume. In fact, I believe that the vast majority of the public can be fooled only a al Association for Equal Opportunity very short time. During the 1960's in Higher Education and the formula-

"What makes you think I would look good with a pony tail?"

denied as discipline and decorum were emptied from academic circles. Costs went up while results went

During the 1980's, we saw the advent of the Soviet-Marxist term "political correctness" as a form of behavior imposed on students and faculty in the interests of the cliques now dominating the universities. Recently, a number of universities have been accused of irregularities in the use of federal funding. . . .

We have failed to educate our students and we have failed miserably. If we would only admit this fact, we would be on our way to a reform that would raise our students to new heights of achievement. But Professor Clayton and his ilk will not do this. They prefer to blame the whole country for what is essentially their fault. The remedy lies in admitting that the catastrophe has already occurred and that none of us who ever entered a classroom to lecture may be exonerated.

We must begin anew by exterminating all favoritism, demanding hard work, refusing to kowtow to any special-interest groups, ruthlessly expelling students who have no ability, no talent. . . . Colleges and universities, in the use of federal and state funds, must return to integrity. If we do this, Professor Clayton's predictions for ture. But Professor Clayton and his supporters will have to get off the pharisaical bandwagon and accept their share of the blame.

MICHAEL SUOZZI San Diego

NAFEO and the making of educational policy

TO THE EDITOR:

Over the past month, I have read a number of articles ("President of Black-College Lobbying Group Stirs Furor With Claim ACE Is Racist.' January 8, and "Black-College Presidents Plan a 'Summit' Amid Displeasure With Lobbying Group," January 15) and letters to the editor ("Charges of Racism Against the ACE's President," January 22) concerning the leadership of the Nationand the 1970's, the public witnessed tion of education policy by the Amer-



"Let me get this straight. There's a tug at your conscience as to whether you want to take postgraduate courses?"

ican Council on Education. I have noticed how the issues have taken an interesting turn from possible exclusionary policy development by ACE

to victimizing the victim, NAFEO. The central public-policy issue raised by NAFEO's president, Samuel L. Myers, is how education policy is made in this country. Anyone knows that policy decisions are formulated the 21st century need not be our fu- over lunch, at country clubs, in back rooms-places which have tended to exclude African Americans and other minorities. We have been told and it has been confirmed that the "group of six" have frequent breakfast meetings in which policy issues are discussed. We have also been told that it is felt unnecessary to expand that group to a gang of seven or eight when issues pertaining to minorities and women are discussed, because these special-interest groups are members of the larger interest

> This response is unacceptable. When broad public-policy issues which affect the fair treatment of women are on the table, then I believe that the breakfast group should include appropriate representatives from women's groups. In addition, when the broad public policy centers on African Americans, then I believe that representatives of African-American groups should be sitting at the breakfast table with the group of six. Although the breakfast meetings, without the presence of representatives from the special-interest groups, may not have been overtly intended to unfairly treat African Americans, other minorities, and women, these meetings may covertly produce policies which unfairly treat

A troubling question raised by your news analyses is whose interests are being served by the obvious attack on NAFEO's leadership. It is no coincidence that these attacks come after Dr. Mycrs questions why African Americans are left out of the formulation of educational policies which directly affect them.

African Americans should be sus- Scientists must enter picious of how education policy is being made in this country. Over the federal-budget fray past 10 years, the number of doctor- To THE EDITOR: ates received by blacks declined by 23 per cent. Minority scholarships are being legally challenged. Retention rates of African-American stumembers are at exceptionally low

levels. The type of healthy suspicion raised by Dr. Myers about the fairness of the aforementioned process is the key to African Americans' continued survival and progression in this country.

NAFEO has been an important vehicle in the articulation and formulation of African-American higher education. . . . I do believe that it is important for institutions to work well and to run efficiently for the people they serve. In addition, institutions continually need to re-examine their missions and their effectiveness. As I understand the organizational structure of NAFEO, mechanisms exist for this reassessment. This empirical reassessment, however, should be done independently and should not be allowed to cloud the issues at

Regrettably, tactics are being used to shift our focus from the most important issue. The personal charges against the leadership of NAPEO or ACE have detracted our attention from the real issue: Is the behavior of ACE conducive to a fair development of educational policies that have an impact on minorities and women in this country? This issue, thus far, has not been adequately addressed.

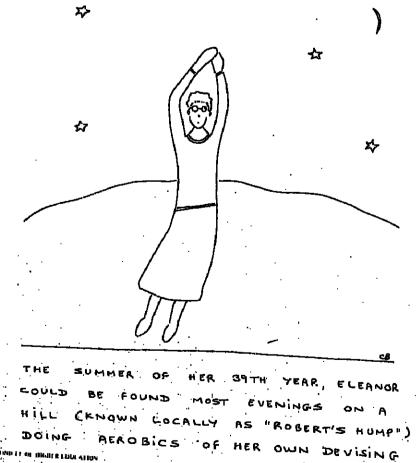
HOWARD (PETE) RAWLINGS Vice-Chairman of the Committee on Appropriations

Maryland House of Delegates

Annapolis, Md. Assistant to the President
The New Community College of Baltimore

The "group of six" to which our correspondent refers comprises the leaders of the American Association of Community and Junior Colleges, the American Association of State Colleges and Universities, the Amerlcan Council on Education, the Association of American Universities, the Nutional Association of Independent Colleges and Universities, and the National Association of State Universities and Land-Grant Colleges.

Lest readers mistake Albert H. Teich's views in "Discussions of Setting Science Priorities Are Filled With Misunderstandings" (Point of dents and African-American faculty View, January 22) for inside-the-Continued on Following Page



cism. The conservatives offer only a political attack and do not back it up with intellectual work that matches the new scholarship in quantity or quality. We ought to be proud of the new knowledge ready to defend them on intellectual as

TE THIS KNOWLEDGE fits more harmoniously into our nation's long-deferred L dream of achieving a democratic society, and if in its own small way it contributes to lessening the bigotry and discrimination that have been traditionally a part of higher education, then we have nothing to be defensive about. The knowledge and values expressed in the new scholarship are better than the old wisdom of elitism. prejudice, authoritarianism, and inequal-

Yet what good does it do to say such

Granted, the conservatives have a huge financial support network and are given frequent space in the pages of Newsweek on, and The Wall Street Journal. But confiant critics consume countless hours to

scholarly projects, we ought to think about shifting some of our time to speaking and writing for the public. More of us need to write books for the general public that explain aspects of the new scholarship and show how valuable it can be in practice. We need to meet and cultivate journalists and editors and write opinion pieces for newspapers and magazines. We need to challenge the book-review practices of the print media, where academic work is often ignored or ridiculed. We need to think about the relative absence of academic intellectuals from television news and commentary shows and propose the develop-

Such efforts are becoming even more

Press, 1990).

of domination [that] perpetuate the

Butlers that so fascinate benighted

failing to point out that her talk about

overhauling desire by a revolution-

Bartky, any "simpleton" could here

see the rare humor of "the juxtaposi-

tion of the high-campiness of Gone

With the Wind with the moribund

rhetoric of Marxism-Leninism."

Here then is another example of my

It is unfortunate that I must burden

the reader with evidence that Bartky

was not being funny. An "overhaul"

of incorrect fantasies is on Bartky's

"feminist agenda." In her book,

Femininity and Domination: Studies

in the Phenomenology of Oppres-

sion, which was written shortly be-

fore the unforeseen disintegration of

the Soviet Union, Ms. Bartky tells us

that she is "disheartened by the de-

cline of interest among feminists in

Marxist theory," which points the

way to "constructing a more just so-

ciety." She reminds us that she ar-

gues "in many places that a feminist

reconstruction of self and society

must go far beyond anything now

contemplated in the theory or politics

of the mainstream women's move-

According to Bartky, patriarchy

and capitalism socialize women in

ways that "may maim and cripple the

spirit forever." She says it is "the

masters of patriarchal society" who

arrange matters so that women "re-

spond physically and emotionally to

sadomasochistic images." The solu-

oppression as a whole is over-

One can understand Ms. Bartky's

newfound haste to speak of the

moribund rhetoric of Marxism-Le-

date, the agenda of a social revolu-

tion that will bring with it the desired

tion will require that "the system of

'demonizing'' polemic.

OPINION

OPINION

Letters to the Editor

Continued From Preceding Page Beltway prattle, I write to remind the research community that the new day, and everything in the disprocess described is no spectator cretionary budget is "special."

While Teich never makes clear who "misunderstands" and who "misleads many would-be participants," his lecture on 10 myths about federal science funding should give little comfort to those academic administrators and principal investigators who wish for larger budgets and a return to the good old days. Teich offers up cool reassurance and some caricutures, such as his summary statement: "Scientists have a great deal to contribute, but not by pursuing the unattainable goal of a consistent set of priorities for all of science that would somehow be presented to government decision makers on stone tublets." Nobody in the research-and-development agencies, Congress, or the research community seeks or expects this.

What is needed is less hand-wringing und more participation in an admittedly political process. Where this process ceases to be "political" and becomes a matter of "scientific 'rationality' " is anybody's guess. (Is a message "rational" due to its content or its source?)

Participants in the process, therefore, should harbor no delusions. Nor should they think that their professional or institutional representatives in Washington have everything under control. Bemoaning the difficulty of the tasks identified with priority setting, as Teich does, is less constructive than suggesting new ways of drawing the research community into what Teich correctly observes is ultimately in the hands of political decision makers.

Finally, what Teich fails to acknowledge is that the research community has consistently maintained a

HE DECLINE of community life suggests

I that in the future, we risk becoming

secure and self-absorbed, . . . devoid of

striving for higher goals in our pursuit of

private comforts. But the opposite danger

exists as well, namely, that we will return to

being . . . engaged in bloody and pointless

prestige battles, only this time with modern

weapons. Indeed, the two problems are re-

lated to one another, for the absence of reg-

ular and constructive outlets for megalothy-

mia (the desire to be recognized as superior

to other people] may simply lead to its later

resurgence in an extreme and pathological

It is reasonable to wonder whether all

people will believe that the kinds of strug-

gles and sacrifices possible in a self-satisfied

and liberal democracy are sufficient to call

In particular, the virtues and ambitions

called forth by war are unlikely to find ex-

pression in liberal democracies. There will

be plenty of metaphorical wars—corporate

lawyers specializing in hostile takeovers

who will think of themselves as sharks or

gunslingers, and bond traders who imagine,

as in Tom Wolfe's novel The Boufire of the

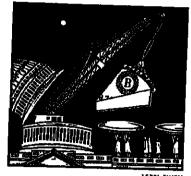
Vanities, that they are "masters of the uni-

verse." ... But as they sink into the soft

forth what is highest in man. . . .

character of its work would carry the day and win the dollars. But it's a Thus, new strategies are required.

The research community and science policy makers must move beyond ambivalence about both the annual wrestling match called the federal-budget process and the debate



over the merits of priority setting. It is time for them to contribute ideas and expertise to the difficult tasks at hand. They must demonstrate that the self-interest of scientists is in the best interest of the nation, if not the

DARYL E. CHUBIN und Trunsportation Program Office of Technology Assessment U.S. Congress Washington

Philosopher answers anti-feminism charges

TO THE EDITOR: Most American women subscribe

philosophically to an older "First Wave" liberal feminism whose main goal is equity. A First Wave or "equity feminist" wants for women what she wants for everyone: fair treatment, no discrimination.

Contemporary academic feminists posture of expecting that the special ride this First Wave for its populari-

MÉLANGE

Fighting the Metaphorical Wars of Liberal Democracies; Developing Close Ties Between Our Schools and Colleges

leather of their BMWs, they will know

somewhere in the back of their minds that

there have been real gunstingers and mas-

ters in the world, who would feel contempt

for the petty virtues required to become rich

or famous in modern America. How long

megalothymia will be satisfied with meta-

phorical wars and symbolic victories is an

open question. One suspects that some peo-

ple will not be satisfied until they prove

themselves by that very act that constituted

their humanness at the beginning of history:

They will want to risk their lives in a violent

battle, and thereby prove beyond any shad-

ow of a doubt to themselves and to their

fellows that they are free. They will deliber-

ately seek discomfort and sacrifice, because

the pain will be the only way they have of

proving definitively that they can think well

of themselves, that they remain human be-

in The End of History and the Last Man,

NE of the most deeply suppressed

O truths in America is that elementary/

secondary education and higher education

are part of the same enterprise. . . .

-Francis Fukuyama, resident

published by the Free Press

consultant at RAND Corporation,

ty, but many now adhere to a more radical "Second Wave" doctrine: that women, even modern American women, are in thrall to "a system of male dominance" variously referred to as "heteropatriarchy," or the "sex/gender system." The philosophy of "gender feminism" has become the dominant teaching in the academy that now supplies the rhetoric and political vocabulary for feminist activists everywhere.

In an Opinion piece in The Chronicle ("Feminist Philosophers Are Oddly Unsympathetic to the Women They Claim to Represent," October 11, 1989). I called attention to the enbarrassing gup that separates many feminist theorists from the majority of women they claim as their constituency. My writings on this theme have aroused wrath. Gender feminists are known to

deal harshly with adverse criticism. Anyone glancing at three recent issues of The Chronicle will have seen me portrayed as a pernicious and reckless antagonist in the vanguard of Patriarchy's assault on feminism Philosophy Professor Portrays Her Feminist Colleagues as Out of Touch and 'Relentlessly Hostile to the Fam-' and "Row Over an Unpublished Article Illustrates the Enmity in the 'Political Correctness' War," January 15; "The Acrimonious Debate Over Feminist Philosophy." Letters to the Editor, February 12; "The Quarrel Over Feminist Philosophy Continues," Letters to the Editor, February 19).

I am credited with extraordinary powers. For example, I am accused of successfully "harassing" the entire Board of Officers of the American Philosophical Association into publishing a letter I submitted to the the reaction of feminist philosophers editor of our bulletin. And my writings are having a "chilling effect" on cle's intentions to publicize my views feminist scholars across the country. thaving learned of them from the Ex-It is perhaps just as well not to lose ecutive Director of our professional

Indications of growing similarity with

their fellow educators in the elementary/

secondary sector may not be apparent to

most university faculty members, but at

least some in the professoriat and many in

college and university administrations who

are paid to worry about such matters, have

come to see that the schools are in trouble

and that the colleges and universities may

need to do something about it. Higher edu-

cation is not only recognizing its increasing

professional solidarity with the schools

around a common educational mission, but

also realizing how much colleges and uni-

versities depend on having the schools pro-

and will undertake college work. Since the

numbers of eighteen-year-olds began to de-

cline a decade ago, the colleges have be-

come more attentive. For too long, the cul-

tural and social differences between higher

education and elementary/secondary edu-

cation have obscured the powerful self-in-

terest that the colleges have in developing a

close and congenial relationship with the

high schools. -Patricia Albjerg Graham,

professor of the history of American

education at Harvard University,

In S.O.S.: Sustain Our Schools,

published by Hill and Wang

luce enough high-school graduates who can

"It's called a 'shelf." against me-notably Professors Alli-

LIBRARY SCIENCE

MILESTONES

concentrated on impugning my charson M. Jaggar, Sandra Lee Bartky, acter. In any case, my modest schol-Sandra G. Harding, and Marilyn arly attainments soon receded into Friedman-are "the establishment." the background of interest, and the I am, indeed, flattered that they confeminists' quarrel with me became sider me so threatening. On the other the real focus of the story. hand, there are obvious costs in hav-Readers who want to explore the ing to deal with these worthies; there issues more fully may wish to look , for example, the chore of having at the exchanges between Marilya to respond to baseless charges

Friedman and me in two recent is brought by colleagues who are in sues of The Journal of Social Philos constant agitated communication. ophy (Winter 1990, Spring 1991). I They do tend to run in sisterly packs. will here confine myself to address-When The Chronicle informed me ing a few of the more outrageous it was planning to do a profile on my charges against me. Even so I must work, I looked forward to discussing apologize for the length of my remy writings on the theory of virtue, sponse: It takes a lot more time to on moral education, on the ethics of untie knots in the truth than it takes the special relations including the ethical ties that bind family members, and on my brand of liberal/equity feminism. That the profile did not turn out that way is due in part to

Professor Harding told The Chronicle that I deliberately misrepresented her when I attributed to her the view that male scientists approach nature in a sexually aggressive way. I who were outraged by The Chronihad cited her speaking of "marital rape, the husband as scientist forcing nature to his wishes." Harding erspective: I am but a single individ- association). Some reproved The claims that the quoted words referred ual, and the feminist philosophers Chronicle and expressed the hope to metaphors used by scientists who have here arrayed themselves that it would drop the idea, others themselves, not by her. She adds that she does not believe scientists are the equivalent of rapists. "By using the quote," says Harding, "Ms. Sommers is trying to make us look sexually scandalous," She considers this a telling example of the way I usually 'demonize people."

I do not pretend to know what Harding thinks scientists are equivalent to. I did say that she presents a picture of "male science" that "exposes" it as a sexist enterprise. It is a picture which, owing to her considerable influence, has become official with gender feminists. In her book The Science Question in Feminism. she says: "The sexist meanings of scientific activity . . . are used to 41tract young people (young men, presumably) into science and the philos-

onhy of science " In a section called "Should the history and philosophy of science be Xated?" Harding argues that Isaac Newton's discoveries were understood in sexual as well as mechanical terms. She notes that viewing nature as a mechanical system proved illuminuting and contends that: "A consistent analysis would lead to the conclusion that understanding nature as a woman indifferent to or even welcoming rape was equally fundamental. . . . In that case, why is it not as illuminating and honest to refer to Newton's laws as 'Newton's Rape Manual' as it is to call them 'New-

ion's Mechanics?' Ms. Harding would have Chronicle readers believe I craftily attribute to her the view that male science is essentially sexist. But passages like these are common in her writings. Harding should look for a way to impugn me that does not compromise

her commitment to views that are the transformation of consciousness, inhallmark of her professional career. cluding changed patterns of sexual desire, is basic. No kidding. Sandra Bartky has written that "a Once again we have the unseemly thorough overhaul of desire is clearly spectacle of a senior and influential

on the feminist agenda: the fantasy feminist philosopher whose eagerthat we are overwhelmed by Rhett ness to discredit me leads her to dis-Butler should be truded in for one in avow views she holds dear. which we seize power and re-educate Marilyn Friedman's charges that I him." I quoted this in a recent article distort feminist positions have been as an example of how gender femianswered in detail in The Journal of nists are working for an overhaul Social Philosophy. . . . of sexual preferences and desires Those who see the world through in a new social order that will no the sex/gender lens must feel very longer "eroticize domination." For

much like Anton van Leeuwenhoek Bartky believes that "the relations felt when he looked through a microscope for the first time and found a patriarchy" must be changed in teeming, predatory jungle in a drop of ways that will de-eroticize the Rhett water. Feminists like Jaggar, Harding, Bartky, and Friedman . . . sec rape, harassment, female degrada-In her letter, however, Bartky action, and male pathology where no cuses me of misleading readers by one else does. Moreover, they insist on this perspective as an ideal. As Bartky says: "Feminist consciousary transformation of society was ness is consciousness of victimizameant as a joke. According to tion . . . to come to see oneself as a deft and sane remarks are a cheerful victim." (Incidentally, I do not say contrast to the overwrought ad femior "infer" that Ms. Harding hates male scientists or that Susan Mc-Clary hates Beethoven. I did quote McClary as hearing in Beethoven's "Ninth" what I do not hear: "a throttling murderous rage of a rapist

incapable of attaining release.") Bartky says that "Sommers provokes because she doesn't play the game by the rules." We get a fair idea of Bartky's own style of play when we read The Chronicle's report of how she justifies having written a letter to the editors of The Atlantic Monthly urging them to suppress the article on academic feminism they had invited me to write: "Ms. Bartky said it was legitimate to urge the magazine not to print Ms. Sommers's piece. [She said]: 'I wouldn't want a nut case who thinks there wasn't a Holocaust to write about the Holo-

What Bartky did and says seems not to have distressed any of her sisters in arms. One might have expected the gender feminists themselves to condemn her reprehensible attempt to muzzle me and, indeed, to apologize and to dissociate themselves from her actions. Here was an opportunity for some elementary decency. But it was bound to be missed. For my aggrieved adversaries believe that in acting to contain me, Ms. Bartky was doing what was right and proper (though some may think she has been somewhat indiscreet).

Finally, I want to express my gratitude for the brief letters by Profesninism." But in all of her work to sors Bruce Bubacz, Michael D. Roth, Francis J. Beckwith, Peter the jokes, but this juror finds James Wolfe, and Douglas Gaerte. Their

"After 18 years of cultivating Patrick Daniels,-111, may I present his planned gift to us: Twinkles."



"So they were going to publish my book. But then when the publishers found out that my floppy disks were incompatible with their floppy disks, they changed their minds and rejected it.

nem rhetoric of my critics.

CHRISTINA HOFF SOMMERS

Fiction index available in print form

TO THE EDITOR: Linda G. Gabel says "that until now, library users have been unable to gain access to adult fiction by subject" ("Libraries: Computer project will catalogue fiction by subject headings," January 15).

This may be so if she refers only to computerized bibliographic records for works of fiction. However, for the past 45 years, there has been a printed fiction index that offers readers a subject approach to novels. Published by the Association of Assistant Librarians (a division of the [British] Library Association) as Fiction Index, or Cumulative Fiction Index, this reference work is held by many American libraries (as shown by the Online Computer Library Center data base).

T. MARK HODGES Director Medical Center Library Vanderbilt University Medical Center

In defense of law schools

TO THE EDITOR:

I guess I take this curriculum-re form stuff too seriously or I didn't get D. Gordon, III, far too innocent by reason of inanity ("The Trials of Reforming Legal Education," Opinion, January 22). Whatever else may be said about the deficiencies of legal education, Professor Gordon's opinion adds nothing of substance!

He trashes the "hated" Socratic TO THE EDITOR: ently they all are), and lawyers in general. When he tries to make his of lawyers in coping with the probpoint-reforming law-school curric- lems of a complex world generation ula—he calls for specialization. . . . But specializing is the least desirable

way to reform the curriculum. . . . Whether in legal, business, or other professional education, critical thinking and written- and oral-communication abilities emanate from broad-based interdisciplinary curricula, not specialization.

I am a lawyer by profession; I

have advocated the "generalist" approach. It is more liberalizing and educationally sound.

What law schools should incorporate into curricula are economics. literature, history, public policy, information systems, and management theory. Law school is a place to "specialize" in thinking, questioning, doubting, and analyzing, not in document drafting or health-care law, as Professor Gordon suggests.

Nor do law schools have a monopoly on the lengthy duration of curricular reform. (Professor Gordon jokes, "We only finished . . . 100



years ago.") Most of us in the educaional establishment know that it takes years to innovate. The fact that some law schools are at the "talking stage" of reformation is at least a step in the process. .

CHARLES P. MULLANEY Graduate Programs Coordinator Associate Professor of Justice and Law Administration

really need no defense. The success after generation testifies enough to the quality of legal education. But James D. Gordon, III, has fed to your readers in other disciplines such a plateful of sorry misunderstanding of legal education that a brief response

seems necessary. The trouble with Professor Gordon's piece is that he assumes that the prime purpose of legal education leach graduate and undergraduate is to turn out graduates who "know law courses; and I currently over- the law." He characterizes the Sosee an MBA program. Business edu- cratic method introduced by Christocation has recently come to grips pher Columbus Langdell as the use of with curriculum reform, and the most "questions and answers to teach the

thoughtful appraisers of that system law" and acknowledges that it is a good method for "teaching students how to think like a lawyer." Both of those aims-learning the law and thinking like a lawyer-are indeed part of legal education, but the real purpose of legal education embodies a loftier aspiration.

Edward Levi has characterized legal education in these words: "We have created a liberal-arts graduate program and have given it a generalist professional thrust." The result is that graduates of our law schools have the ability to use the law to contribute to the humaneness of society. both here and abroad. If they followed Professor Gordon's advice and only specialized while in law school, the lawyers would be poorly equipped to deal with whatever problems their clients encounter. The best lawyers, in due course, become specialists in the subjects that concern their clients. . . .

Professor Gordon complains that, in the third year of law school, students are "bored out of their minds." having learned basic analytical skills in the first year. . . . After mastering the rudiments of skills, intensive practice is needed to put the basic skills into effective use. That is what happens in the second and third years

Lawyers have complained for generations that newly graduated students can't find the courthouse or draft a common legal document. Those very lawyers, however, left law school with the same shortcomings, but, with a little introspection. they will realize that what they tearned in law school equipped them to develop the skills that led them into distinguished careers. The law schools have reason to be proud of their products, the much-maligned but very worthy members of the legal profession. MICHAEL H. CARDOZO

Attorney at Law
Former Executive Director
Association of American Law Schools
Washington

The large volume of letters to the editor of The Chronicle prompts this suggestion: Limit the length, where possible, to 500 words. In the competition for space, short letters must sometimes be given preference. Letters may be condensed.

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OPENINGS FOR THE FOLLOWING:

Applicants should have a Ph.D. degree with a good publications record and strong research interests. An Interest and/or experience in one or more of the following areas would be an advantage: Comparative Literature, Literary Theory, Literature and Religion, New Literatures in English, American Literature, Literature and Translation, European Literature.

Terms of Appointment: Depending on qualifications and experience, salary will be in the range of HK\$385,020 to HK\$511,860 p.a. for Senior Lecturer (approx. 1 US\$ = HK\$7.8); and HK\$212,460 to HK\$366,040 p.a. for Lecturer. Appointment on overseas terms will initially be for a term of 2 years. A gratuity of 25% for Senior Lecturer and 15% for Lecturer will be paid upon salisfactory completion of contract. Subject to review and mutual agreement, the appointment may be renewed either on superannuable terms or gratuity terms. Other benefits include vacation leave, medical & dental benefits for appointee & family, children's education allowance, passage and housing assistance.

nel Section, Hong Kong Baptist College, 224 Waterloo Road, Kowloon, Hong Kong; Fax: (852) 339-7371. Candidates should also ask at least three references to write directly to the College. Deadline for application is 10 March 1992.

Qualifications: CPA, CMA, professional accounting experience. Minimum Salary: \$43,824. Submit letter of application with returne to David Yang, School of Accountancy, University of Hawali at Manoa, 2404 Mate Way, Honoblus, Hawall 9622. Closing Date: Merch 15, 1992. An Equal Opportunity Employer/Affirmative Action Institution.

Accounting: Michigan Technological University invites applications for a position in Associations for a position in Associations for a person with an MBA, certification, and reisvant professional experience; interest in the area of information Systems is desirable. Send resumé and letter of interest to William B. Chapel, School of Bushess and Engineering Administra-

tion, Michigan Technological University, Houghton, Michigan 49931. MTU is an equal opportunity educational institution, equal opportunity employer.

Admissions: Admission Counscior. Haver-ford College invites applications for a July 1992 opening for an Admission Counscior: this is an entry-level administrative posi-tion. The admission counselor participates fully in all aspects of the college admission process, including travel, interviewing and selection of audensis; she or he will join an eight-member staff which administers ad-plication and financial aid at a highly selec-tive college. The staff has full responsibility for selecting andents under policies de-fined by a faculty-student committee. Can-

EDUCATORS/MEDICAL

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...And save some real money while you're at it. Witikar Saudi Arabia has excellent teaching openings in the Medical Academies. Join us and become eligible for a 40-day vacation, free health/life insurance, free furnished accommodations and nished accommodations tax-free status! We seek:

TESL trastructor—Must have minimum of 3 years' experi-ence with certification in

TESL.

REGISTRAR—Degree with 5 years' experience with similar background.

OJT Coordinator—Degree with 3 years' experience in Allied Health Science.

Studies Coordinator—Degree with 3 years' experience.

Studies Coordinator—De-gree with 3 years' experience with similar background.

Domestic Service Coordina-tor—Degree. Experience or-ganizing rooms, meals, mail service and other support services for student.

Unaccompanied status only, Learn about a different oulture while gaining valuable work experience. Previous appli-cants need not reapply.

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Arabian Careers is the sole recruiter for Witikar. No Fees.

LECTURER IN

PEONEMICS

precialising in the bear of Industrial
Organisation. Appearation will be
Involved in the development of and
teaching of courses in industrial
Organisation to B.Ec., B.Comit. Med.
MBA degrees, and in undertaining research in the field. Applicants should have a Ph D. in economics.

Initial appointment for 3 years with the possibility of reappointment if performance satisfactory.

Salary Range A\$39,463-A\$47,I50 p.a

Enquiries to Professor John Freebarn phone 61-3-5652409. Applications including Ref. No. 92A19, curriculum vitae and 3 referees to Professor John Freebairn, Department of Economics. Monash University. Clayton, Vit. 3168, Austraha by 31/3/92.



didates should have a bachelor of arts de-gree or its equivalent. A commitment to the value of a broad liberal arts education and an understanding of sudents from diverse backgrounds is essential. Skill in writing and speaking is highly desirable. Additional weight will be given to candidates having admission experience or those who are es-pecially familiar with Haverford College. A resume and three recommendations should be submitted by Merch 16 to: Delaie Z.

Admissions: Assistani Director of Admissions. University of Missouri-Columbia. MU seeks an energetic professional to participate in all aspects of a successful undergraduate student recruiting effort. Requires excellent communication skills—public speaking, interpretagol, and written. The costition requires extensive in-state travel. Qualifications are a master's degree and two year's admissions experience or an equivalent combination of education and experience. Sajary is competitive. The flagship rampus of a four-campus system, MU has subtreen schools and colleges offering 2504 degree programs to 24,000 students at bachelor's, master's, doctoral and professional levels, Amplicants should indicate whether they plan to attend the AACRO meeting in Dellas since some interviewing will occur there. Greatest consideration will be give to refatured received by April 10, 1992. Applicants should send cover letter and résumé to: University of Missouri-

AUSTRALIAN PROFESSORIAL APPOINTMENTS

The Queensland University of Technology, located in Brisbane, is one of Australia's newest and largest universities with more than 22,000 students.

FULL PROFESSOR AND HEAD SCHOOL OF ECONOMICS AND PUBLIC POLICY (Tenurable)

The School of Economics and Public Policy within the Faculty of Business is a large school with an equivalent full-time staff of 35. The staff teach Economics, Business Statistics, International Business, Government, Public Administration and Policy subjects to undergraduate and postgraduate students in a

The Head of School is responsible to the Dean for the academic, professional and administrative leader-ship of the School and integration of teaching and research into the mission and goals of the Faculty and

QUALIFICATIONS/SKILLS: Applicants should meet the university criteria for appointment as professor and should have a higher degree preferably at doctoral level. The appointse will have the ability to manage and administer a School and play an appropriate part in the life of the University. Applicants are expected to have a recognised expertise in one or more of the teaching areas of the School. They should also have demonstrated teaching ability of a high order at a tertiary level, several years of experience at a professional level in a relevant field, a record of research and publication and the ability to liaise effectively with the professions, business and government.

SALARY: Permanent appointment is available at the level of Full Professor (US\$64,612 (\$AUS73,800) per annum). Appointment as Head of School will be for a five-year renewable term and will carry a loading of SUS6,180 (\$AUS7,000) per annum.

ASSOCIATE PROFESSOR IN INFORMATION SECURITY

(Tenurable)

The Faculty of Information Technology comprises two Schools: the School of Computing Science and the School of Information Systems, and the Information Security Research Centre (ISRC). The ISRC was established within the Faculty of Information Technology in 1988 in response to escalating concern regarding the security of complex computer and communications systems.

The appointes will be responsible to the Director of the information Security Research Centre for the operation and administration of research activities in the ISRC. This will involve undertaking leadership of the cryptology group within the Centre while further developing and contributing to its research program. QUALIFICATION8/8KILLS: Applicants should meet the university criteria for appointment as associate professor and should have a higher degree, preferably at doctoral level along with a proven record of research and/or development activities in information security. This could be demonstrated by publications, leadership of research and development teams, and gaining research and development funding. FURTHER INFORMATION: For further information on the position, contact Professor Dennis Longley, Dean, Faculty of Information Technology on 61 7 864 2781 or faceimite 61 7 864 1507.

SALARY: Permanent appointment is available at the level of Associate Professor (\$US47,785 REFERENCE: 70/92

CLOSES: 13 March 1992 ASSOCIATE PROFESSOR IN

COMPUTER SYSTEMS ENGINEERING

(Tenurable) The School of Electrical and Electronic Systems Engineering is a teaching, research and consulting unit which offers courses to the level of Ph.D. The School is active in research and development in most fields of electrical and electronic engineering, but has a heavy concentration in signal processing.

This position covers the fields of super-computing, multi-processor research, artificial neural networks and engineering applications using these techniques. The appointee will be responsible for course coordination of the double degree program (BE (Electronics)/BAppSc (Computing)) as well as tecturing in the nominated field and postgraduate supervision. Opportunities exist for paid consulting work.

QUALIFICATIONS/SKILLS: Applicants should meet the university criteria for appointment as an Associate Professor and should have a higher degree preferably at doctoral level. The appointment as an Associate Professor and should have a higher degree preferably at doctoral level. The appointment as should be an outstanding scholar with a high reputation in the relevant profession. Experience at a senior level in industry and/or education is required. The appointee will provide academic and entrepreneurial leadership in the areas of teaching, research and liaison with outside bodies (government, industry and other universities) and with QUT's own marketing and research units.

FURTHER INFORMATION: For further information on the position, contact Professor Miles Moody, Head, School of Electrical and Electronic Systems Engineering, telephone 61 7 864 2178 or facsimile 61 7 864 1516.

SALARY: Permanent appointment is available at the level of Associate Professor (\$US47,785 (\$AUS64,675) per annum).

CLOSES: 24 April 1992

CONDITIONS: For each of the above positions, conditions include subsidised superannuation, reloca-tion assistance, professional experience leave and study assistance. New full professors at QUT will be eligible for a \$US18,500 (\$AUS25,000) grant to use on work-related projects.

BELECTION: Duty statements and selection criteria for the above positions and information on the University are evallable from QUT's Personnel Department, telephone 61 7 884 3745, facsimile 61 7 884 3998 or email k.fox@qut.edu.au.

APPLICATIONS: Applications should quote the relevant reference number and include evidence of academic qualifications, experience and teaching evaluations plus the names, addresses, telephone and facalmile numbers of five professional referees. Women are under-represented at QUT at this level, therefore suitably qualified women are encouraged to apply. Applications should address the setection criteria and reach the Personnel Director, QUT, Looked Bag No 2, Red Hill 4059, Queensland, Australia by the nominated closing date. Smoking is not permitted in QUT buildings.

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REFERENCE: 79/92

Columbia, Personnel Services, 201 South 7th Street, 130 Holakel Building, Columbia, Missouri 65211. Alfirmative Action, Equal Opportunity Employer.

Advertilang: Pail 1992 (subject to finding). Tenure-track. Salary/tank open. Professional experience required, ability to teach stoop and layout esternial. A 8. Dryn. 1, preferred. By March 30, 1992, and application there experience required, ability to teach coop and layout esternial. A 8. Dryn. 1, preferred. By March 30, 1992, and application there experience required, ability to teach coop and layout esternial. A 8. Dryn. 1, preferred. By March 30, 1992, and application there experies required ability to teach advanced by the coop and three current retreating to the coop and the coop and three current retreating to the coop and the coop and three current retreating to the coop and three current retreating to the coop and the coop and three current retreating to the coop and three current retreating and urbankstic form in the context of prescription and American Studies, Position Number 82991, all time, tenures from the prescription and American Studies, Position through the coop and the





QUT is one Australia's newest and largest universities with around 23,000 students on five campuses.

The School of Electrical & Electronic Systems Engineering within the Faculty of Built Environment and Engineering is a teaching, research and consulting unit which offers courses to the level of Ph.D. The School is active in research and development, in most fields of electrical and electronic engineering, but has a heavy concentration in signal processing. This School is coordinating the introduction of a new four-year degree course in 1992 which will cover the field of Aerospace Avionic Engineering. The appointse will specialise in Aerospace Avionics Equipment and Aerospace Control Systems.

within QUT is a Space industry Development Centre for Satellite Navigation (SATNAV) whose objective is to perform research and development in the field of Global Positioning Systems (GPS) and related technologies with the aim of producing products for the Australian and Overseas markets. There is a close link with the Centre for Signal Processing Research. The appointee will not as itsison between the academic programs of the School and research activities at the Centre.

Women are under-represented at QUT at this level and therefore suitably qualified women are especially encouraged to apply.

ably qualified women are especially encouraged to apply.

QUALIFICATIONS/SKILLS: Applicants should meet the university criteria for appointment as associate professor and should possess a doctoral degree in Aeronautical Engineering or Electronic Engineering. Experience in the following areas would be desirable: Avionics, Flight Control System design and analysis for Aerospace Vehicles. Specialised knowledge in the areas of Airborna Radar Systems. Radio Navigation Systems and Modern Integrated Cockpit instrumentation would also be desirable. The appointee should be an outstanding scholar with a high reputation in the relevant profession. Experience at a senior level in industry and/or education is required. The appointee will provide academic and ontrepreneurial leadership in the areas of teaching, research and illaison with quit's own marketing and research units and with SATNAV. The appointee will be responsible for course coordination and development for the specialist years from 1993 together with iscturing in the nominated field and will be expected to contribute to undergraduate and post-graduate leaching and supervision.

CONDITIONS: Permanent appointment is available at the level of Associate Professor (\$US47,785 (\$AUS44,575) per annum). Conditions include subsidised superannuation, relocation assistance, professional experience leave and study assistance.

FURTHER INFORMATION: Selection criteria for the position and information on the University is available from QUT's Personnel Department, telephone 61 7 864 3745, facsimile 61 7 864 3996 or email k.fox.@qut.edu.au. For further information on the position, contact Professor Milles Moody, Head, School of Electrical and Electronic Systems Engineering on 61 7 864 2178 or facsimile 81 7 864 1518.

APPLICATIONS: Applications should quote 104/92 and include evidence of academic qualifications, experience and teaching evaluations plus the names, addresses, telephone and facsimile numbers of five professional referees. Applications should address the selection criteria and should reach the Personnel Director, QUT, Locked Bag No 2, Red Hill, Queensland 4059, Australia by 20 March 1992. Smoking is not permitted in QUT buildings.

An Equal Opportunity Employer.



40

UNIVERSITY OF LONDON Institute of United States Studies

APPOINTMENT OF DIRECTOR

Following a review of the future of the Institute, the University wishes to appoint a full-time Director from October, 1992. Appointment will be for five years in the first instance.

Candidates should possess a good academic record in a relevant field and have the necessary vision and energy to draw together the many interests in United States Studies in the Schools of the University and to promote the national rate of the Institute,

Starting salary will be in the range £27,000-£32,000 inclusive of London Allowance.

Further particulars available from the Director of Administration, University of London, Senate House, Malet Street, London WC1E 7HU. Closing date for applications: 31 March 1992.

Art: The Visiting Artlat is Painting. Elligible capdidates must hold an M.F.A. and provide createntials which include teaching experience and a substantial exhibition recuri. Cundidates must not carrently reside or work in Maryland. Letters of recommendation will be requires and most not carrently reside or work in Maryland. Letters of recommendation will be requires act of the revisition will be from a couract can be finalized. The revisition will be from a couract can be finalized. The revisition will be for one year only. Salary will be negotiable. The position will require: eight (8) contact reaching hours in studio, a day class with combine reaching levels in oil studio; a second studio class will be included in the evening schedule; a public slide fecture of personal work will be scheduled during the first scepester; and the commanity will be informed. The Visiting Affait Exhibition will be shown in the Hokzman Onliery sometime during the activities of the commanity will be informed. The Visiting Affait Exhibition will be shown in the Hokzman Onliery sometime during the activities of the commanity will be formed as a such; ten sides minimum, included in a grandidate's

Art/Art. Education Milose Cultege. Canton, Ohio. Tenure track position. Trank upon, Delion Tenure track position. rank upon, Designing August. 1992. Academic and experiential background in a variety of media including fiber arts, printmaking, ceramics, sculpture, two-dimensional and throe-dimensional design. Will leach art education, art history and music classes in areas mentioned. M. F.A. preferred, M. A. with professional experience considered. Send curriculum wines, which should include a statement of philosophy of Christian higher education, to Dr. Ronald O. Johnson, Provost of the College, Malone College, Jaione. Ohio 44709. Deadline for applications is March 15, 1992. Majone College is a Christian liberal arts college affiliated with the

■ 香港城市理工學院 TEMPOLYTECHNIC of Hong Kong

HEAD ACADEMIC PLANNING UNIT

the Polytechnic. The unit will support and encourage planning in the Polytechnic. The unit will support and encourage planning initiatives that involve the development of policy and practice relating to academic activities. The unit will also be responsible for the production of the triennial Academic Development Proposals (ADP) and the annual reviews of the ADP. It is expected that the Head will devise, promote and monitor internal measures of performance and quality relating to academic activities.

The Head of the Academic Planning Unit will sense the sense the sense. The Head of the Academic Planning Unit will report directly to the Associate Director (Academic) but will work closely with other senior academic and administrative staff.

The successful applicant will be able to demonstrate a sound understanding of strategic planning processes and an ability to discern the relevance of critical information. Analytical skills, competence in computing and report withing, and a capacity to collaborate effectively with senior management are additional requirements.

A relevant post-graduate qualification is expected and experience in a higher education system would be an advantage. intment will be made on the following salary scale and conditions of

HK\$38,095 - \$39,735 - \$41,165 - \$42,655 - \$44,190 - \$45,790 - \$47,440 - \$49,145 per month (US\$1 = HK\$7.80 approximately). Generous fringe benefits include long leave, medical and dental schemes. housing allowance and passages where applicable. Staff will be given an option for appointment on gratuity-bearing terms (25% of basic salary) or on superannuable terms where appropriate.

Further Information may be obtained from the Personnel Office, City Polytechnic of Hong Kong, 83 Tat Chee Avenue, Kowloon, Hong Kong (Tel.7889280, Fax 7889334). Applications in the form of a current curricular vitae in duplicate with the names of three academic referees should reach the Personnel Office by 21 March 1992.

The University of the South Pacific

Applications are invited for the following two positions within the Department of History Politics in the School of Social and Economic Development. The orientation of the Department is towards the history and politics of the Third World with particular emphasis on the Pedilic Islands in addition to specific subject area qualifications, the successful applicants will have teaching experience at tertiary level and a record of research and publications.

5. LECTURIER INSENIOR LECTURER IN HISTORY/POLITICS—POST 92/8 applicant will initially be responsible for teaching "impertailism. Nationalism and Development" and "Contemporary Harboy" at the degree level. Some postgraduris supervision is resurseble by mutual agreement. Salary will be in accordance with qualifications and Soft?

35417.

2. LECTURER INLECTURER I IN HISTORY/POLITICS—POST 92/9

The position is for a political element who will seach "international Robations", "Comparative Government" and one other course from among the Department's offenings. The appointment will be for a fixed-term three-year contract to replace a staff member on leave Salary will be in accordance with qualifications and experience in the following ranges Lecturer II: F\$17310-20142; Lecturer II: F\$20852-29629.

Lecurer II: P\$1/310-20142; Lecurer L P\$2/2022-29029.

The University also provides gestulty amounting to 16% of basic salary, appointment allowance; partly furnished accommodation at a rentel of 12.5% of selary; and a contribution of 10% of basic salary towards an approved superannuation scheme. Purther from mation may be obtained from the Assistant Registrar (Stalling), Telephone (679) 313900; Telephone (679) 303407.

Candidates should send THREE COPIES of their curriculum view with full personal particulars, names and addresses including fas contacts of three referees and date of availability, to send conflicted the appointment procedures applicants are advised to ask their referees Applications should be sent to the University without waiting to be contacted. Applications should be sent to the Registrar, The University of the South Pacific, Suva, Fig.

uste and graduate level. The salary is \$156,000. If interested send résumé to New Moxico Department of Labor, ce 1006, 205 South Alameda Street, Las Cruces, New Mexico 88001. Job Order Number: 314049. Alheltic Athletic Administration: Head Women's Basketball Coach/Assistant Athletic Director. Kenyon College Invites spapications for full-time position of Head Women's Basketball Coach and Assistant Director of Athletics, Kenyon is an Work Assistant Director of Athletics. Kenyon is a Work and Division for full-time position of Head Women's Basketball Coach and Assistant Director of Athletic Conference, Basketball reaporation of monoclonal antibodies. 40 hour work Athletic Conference, Basketball reaporation in June 1975. Room 501. One Main Street, Brooklyn, New York 11201.

Blochemistry / Research: Biochemist/Research and infrastrution and other divides as a susfained by the Director of Athletic Conference, Basketball reaporation of manual street and antiference of the Administration of combined men's and women's ethicle program, physical education, recreation and infrastrution, and other controls of uterize contraction in pregnancy physical education, recreation and infrastrution include assisting in administration of combined men's and women's ethicle program, physical education, recreation and infrastrution in pregnant physical education, recreation of combined men's and women's ethicle program, physical education, recreation of combined men's and women's ethicle program, physical education, recreation of combined men's and women's ethicle program, physical education, recreation of combined men's and women's ethicle program, physical education, recreation of combined men's and women's ethicle program, physical education, recreation of combined men's and women's ethicle program, physical education, recreation of combined men's and women's ethicle program, physical education, recreation of combined men's and women's ethicle program, physical education, recreation of combined men's and women's ethicle program, phys

marked as such); ten sides minimum, twenty slides noximum of candidate's with (labeled with title, medium, size, date); and a brief statement of teaching philosophy; postmarked no later than Arril!, 1992 to; James Malenda, Recruitment Chairperson, Department of Art Education and Chairts, Kutztawn University, Kutz. Iown, Ponnsylvania 19830. Kutztown University is an Affirmative Action, Equal Onportunity Employer and critively solicits appointable from the later than a property of the component of a closing an affirmative action, and craftity arrive growth factor receptor antitates in the resultance in the same Associate. Manustance of solutance and resultance in the same Associate. Manustance in high blood pressure, Isoale and carry out experiments to isoatic, characterized and con neuror experiments in the May Department of the cells analysis; 35 hour week; \$4.000 per to be MDP538, Room 301, One Main MWDP538, Room 301, One Main MWDP538, Room 301, One Main MWDP538, Room Silver, Brooklyn, New York 11201.

Blochemistry: Blochemist: Bronz; design, respantion and characterization of a nerve growth factor receptor anisense in the PC13 cells for mediating the mechanism of numbers and carry out special from this blood pressure. Isolate indigates, and carry out special interpretation of a cloning anisms techniques and transaction. DNA partification, carry broad and respectively and one cells; using and RNA purification, carry to the cells; using and molecular cloning of receptor to the cells; using and molecular cloning of receptor in tissues. Ph. D. in fingulated, Position and examine the conscious will be advantaged to the cells; using an experimental to the cells; using and molecular cloning of receptor in tissues. Ph. D. in fingulated, Position and examine the conscious will be advantaged to the cells; using an experimental control of the cells; using and molecular cloning of the cells; using and molecular cloning of experiments to stopic and any portion of experiments to fisher and control of the cells; using and molecular cloning and to the cells. Application and its activation and the control of the cells; using an experiment to fisher and control of the cells; using an experiment of the cells; the cells of the cells; the cells of the c

WORLD MARITIME UNIVERSITY

The World Maritimo University (WMU) is established under the suspices of the International Maritime Organization, a specialized spency of the United Nations. Located in Malmé, Sweden, WMU has a student population of 200 – primarily from developing countries, engaged in felting specialized maritime studies leading to the award of M.Sc. The working language of the University is Fuglish.

LIBRARIAN

Applications are invited from suitably qualified persons for appointment to the position of Librarius. The University Library comprises some 8,000 volumes and 270 particularis.

The Librarian is responsible to the Vice-Rector for all University library operations including collection development, library services and internation systems, budgeting and planning, shift supervision, sequence and processing of new nuderials, user education and training of they

stan.

The successful candidate will have an appropriate degree and swall years of professional experience in an academic or special library, preferably including a maritime collection. Familiarity with library automation, fluoncy in the English language and demonstrated leadership skills be prefered, and ability to work in an international organization in a multicultural setting would be an equality.

The appointment will be on a two-year fixed term contract basis, commencing in May, 1992, or as soon thereafter as the successful candidate is available. Annual safery, which is exempt from Swedish texation, will be dependent on qualifications and experience but will be on a scale of USD 38,568—by annual increments of 3°3 - to USD 48,864, in addition, an amount equivalent to two months safery will be placed in a Provident Fund annually.

ACADEMIC REGISTRAR

The primary responsibility of the Academic Registrar will be to assist the Rector and Vice-Rector in the on-going development of academic policy and construction of course curricula. The Academic Registrar will also be expected to further develop and implement academic administrative support systems and sayurge. support systems and services.

support systems and services.

The auccessful applicant will have a proven track record in academic administration, together with an appropriate higher education qualification. Experience in maritime or other vocational education or with students from developing countries would be an advantage. Extensive experience in the administration of student admissions and records, timelabling and examinations, and servicing of ecademic committees is essential. Fluency in English language and good writing and communication skills are necessary. ation skills are necessary.

The appointment will be on a two-year fixed-term contract basis, commencing in May, 1992. Annual valory, which is exempt from Swedish taxation, will be dependent on qualifications and experience but will be on a scale of USD 46,058 — by annual increments of 3% - to USD 63,34. An amount equipolar to two possible colors will be educated in Provider rolent to two months salary will be placed in a Pro-

Applications must be received by 13 March 1992 and should be addressed to the Personnel Officer, World Maritime University, P. O. Box 500, S-201 24 Malmo, Sweden, from whom further information on conditions of service may be obtained. Outries on the duties and responsibilies of the position may be directed to the Rector, Tel: + 46-40-35-63-00.

ADMINISTRATIVE AND FACULTY POSITIONS

Miyazaki Prefecture, Japan

A new Japanese college in Miyazaki Prefective seeks founding Admini-trators for Library, Business Office, Registror, Student Affairs, Sudy Abroad, Student Admissions, and Public Relations. Applicants should be experienced as well as flaent in Japanese and English.

Faculty are sought in the fields of Authropology, Art History, Comparity Religion, Economics, ESL, History, Information Science, Philosophy, Political Science, Sucad Psychology, and Sociology, Applicants follow than ESL and Information Science) should be capable of feaching base courses in their disciplines as well as problem-centered courses and courses which facus on some regions of the world other than the USA and Japan. Faculty applicants should hold a Ph.D. or its relevant field equivalent.

Founded in 1947, Miyazaki Educational Institution (MEI) is establishing Founded in 1947, Myazaki Educational Institution (MEI) is establishing a unique (and as yet unnamed) four year college with the assistance of Charemont's Pitzer College. Scheduled to open in 1994, the new college will ofter a curriculum, International in scope, grounded in the humanites and social sciences, and confronting worldwide human problems and issues in a spirit of intellectual collaboration and free inquiry. Mfil will day its faculty of men and women from within and outside Japan. Courses will be taught in English and Japanese. Knowledge of Japanese language is not required for the English-speaking faculty.

All appointments are foundationally and are renewable.

All appointments are for an initial period of two years and are renewable Administrative appointments begin in February 1994. Some faculty appointments may begin in 1994 or 1995, but most will begin in 1996. As application letter, resume, and three letters of recommendation should be received by April 1, 1992. To: Miyazaki Search, Pazer Cullege, 1650 N. Mills Avenue, Claremont, California 91711.

tirecapior antibodica for dDNA library screening and molecular cloning of neuror-capiors. 35 hours per week, 331,356 per to: SAH#317, Room 510, One Main Street.

Brooklyn, New York 11201.

Biological Schanger (M.)

Biological Sciences: Givet Nazarene University. Assistant/Associate professor Ph.D. Candidates should pursers a broad base in Biology to teach General History with laboratory for 90-100 and pursers and experited in students of the professor of

BULLETIN BOARD: Positions available

THE LEONARD DAVIS CENTER FOR THE ARTS City College of New York/CUNY

Tenure track positions anticipated Fall 1992

ASSOC/FULL PROF IN COMMUNICATIONS, FILM/ ASSOCIA PROF IN COMMUNICATIONS, FILM/
VIDEO DEPT with majors in Film/Video, Journalism, & Ad/
PR. Teach in specialization; committee work; student advisement. Possible cand. for dept. chair. Qualif: Bachelor's min.,
adv. degree pref. Professional background in producing broadcast or documentary journalism. Min. 3 years' college teaching;
admin. exp. required. Salary: \$37,308 to \$53,249. Submit
resume, letter describing unique qualifications, names & addresses of 3 references to: Prof. Dennis DeNitto, Chair, Communications. Film/Video Dent Shon. 472 munications, Film/Video Dept Shep. 472

ASST PROF OF ELECTRONIC MUSIC, Teach & supervise instruction in sound synthesis, MIDI tech., incl. studio recording, & analog/digital composition. Coordinate recording of dept. concerts. Qualifications: knowledge of theory/practice of electronic music & equip., computer-related music systems and range of musical styles. Exp. in design & implementation of electronic systems and as composer/teacher essential.

Advanced degree or equiv. Salary: \$28,630 to \$42,323. Submit resume, list of professional credits, reviews, names & addresses of 3 references to: Prof. John Graziano, Acting Chair, Music Dept. V 208

ASST PROF OF INTERIOR DESIGN. In Art Dept of liberal arts college in proximity to Architecture School. Teach undergrad. Interior & furniture design; develop courses in CAD; possible grad program. Committee work; student advisement incl. student ASID chapter. Knowledge of materials' health hazards a must. Qualifications: Professional degree & field exp. hazarda a must. Qualifications: Professional degree & Heid exp. in arch. or interior design; min. 3 years' teaching. Salary: \$28,630 to \$42,323. Submit resume, slides & /or other representative materials, self-addressed env., names & addresses of 3 references to: Prof. Annie Shaver-Crandell, Chair, Art Dept

Send resumes by March 28, 1992.



The City College of New York Convent Avenue at 138th Street New York, N.Y. 10031 An AA/EO Employer M/F

UNIVERSITY OF BOTSWANA

DIRECTOR—GUIDANCE AND **COUNSELING CENTRE** (Vacancy No. DGC 1/92)

The successful candidates will be responsible for establishing and developing the centre, administering and co-ordinating all centre and counseiling activities, participating in formulation of university policies which relate to student welfare and/or centre operation, co-ordinating the recruitment, training and evaluation and supervision of the centre's professional staff, preparing and administering financial estimates and providing information about the centre's services to the

Applicants should have a Master's degree (but preferably a Ph.D.) in Psychology, Guidance and Counseiling or related discipline. They must have had extensive work experience (minimum of 8 years) as a Counseilor and/or Director of a Counseiling Centre in a higher education setting.

Remuneration: Director/Associate Professor P61,596-P66,516 pa; Director/Professor P69,264-P74,544 pa.

Fringe benefits include Motor Car Purchase Advance Scheme, an optional 50% UB funded medical aid pisn, car allowance at 15% of basic salary for staff earning a basic salary of at least P31,332.00 per annum and free tuition for spouse and up to four dependent children on courses offered by the University but not at its affiliated and associated institutions. Additional benefits for expatriate staff include: educational allowance for up to four dependent children and gratuity at 25% of basic salary on successful completion of a two year contract.

Application quoting the vacancy number of the post applied for, full and up to date CV's, certified true copies of educational certificates and names and addresses of three academic referees should be addressed to the Assistant Registrar (Academic Staffing), University of Botswana, Private Bag 0022, GABORONE, Botswana. Applicants should inform their raferees to submit references direct to the University before the stipulated closing date. Please note that applications with incomplete information may not be acknowledged, Applicants resident in the UK should also send a copy to Appointments (40356), Association of Commonwealth Universities, 36 Gordon Square, London WC1H OPF.

Closing date: 20 March 1992.

Biology: Biologist. Wabash College, a private thora; arts college for men, invites applications for a one-year appointment to be sin July 1, 1992. Ph.D. required. Responsibilities in a private, coeducational librariant college logated in Minnearollis. Mignepin July 1, 1992. Ph.D. required. Responsibilities include teaching in a team taught introductory biology course and a course in one of the following three areas, developmental boology, comparative anatomy and embryology or microbiology. Excellent facilities for research are available. Wabash College is committed to a diverse faculty of excellent teaching ability. We are eager to receive applications from a broad spectrum of people and especially from women and members of minoriales. Applicants should submit a curriculum viac, three leiters of recommendation and a statement of teaching to David Polley. Department of Biology, Wabash College, Crawfordsville, Indiana 47933 by April 3. EQE.

Blology: Cell Biology: Augsburg College.
The Department of Biology: Augsburg College, is seekins candidates for a tenure-track fall-time Assistant Professor appointment to begin September, 1992. Responsibilities incitude teaching courses in the areas of cell biology, biochenistry and nicrobiology and involvement in a beginning course in biology. Requirements include a Ph.D. in cell biology, or a classify related field, and a atrong commitment to teaching at the undergraduate level with the potential in involve atodents in research.

aris college iogeted in Minnearcolis, Minnearco, and is affiliated with the Evangelical Lutheran Caurch in America. Broilment is approximately 3,000 students. We seek an individual committed to the educational mussion of our urban, church-related, liberal arts college to educate and support a diverse student body. Submit a letter of sprojlication, current resumé, transaction of list of relevant courses taken, and three current letters of reference from individuals familiar with candidates teaching and research saperience by March 30, 1997, to Dr. Robert S. Herforth, Blology Chair, cor Personnel Department, Ausnburg College, 731 21 Avenue South, Minneapolis, Minnesota 53434. Aussburg College is an Affirmative Action Employer.

Action Employer.

Blology: Tenure track, September 1992. Doctorate required. Broad background in biology with interest and expertise in one of the following areas: science deucation, anatomy and physiology, botany, microbiology, or desparament administration. Must demonstrate a commitment to undergrandy, at education. Review of applications will begin on Musrch 9, and will continue until the position is filled. Send letter of application, resume, transcripts and three (3) leiters of recommendation to: Dr. Stan Boyer,

The University of Manitoba **Faculty of Management**

The Department of Actuarial & Management Sciences has an opening for a tenure-track appointment in actuarial science at the Assistant, Associate, or full Professor level beginning July, 1992 or other mutually agreed date. Salary is competitive at all levels.

ACTUARIAL SCIENCE

Qualifications include a Ph.D. in Actuarial Science or closely related area, or F.S.A. if.C.I.A.) or equivalent. Candidates should have a strong interest in effective teaching, and evidence of research capability and interest in actuarial research. An appointment at senior levels requires an excellent research record in actuarial science. Industry experience is an asset and all candidates should have an interest in participating in an actuarial program within a management school context with a balanced emphasis on teaching and research. Primary duties will be teaching gratitate and undergraduale courses in actuarial science and developing a research program in actuarial science.

The Faculty of Management offers actuarial education within a general management program at the undergraduate level. Students choosing the actuarial pattern graduate with a Bachelor of Commerce (Honours) degree with a major in actuarial science. Specialized actuarial education is offered in a Master's of Actuarial Science program in the Faculty of Management and joint undergraduate programs with the Faculty of Science. The Department of Actuarial and Management Sciences also houses the L.A.H. Warren Chair in Actuarial Science. A Ph.D. program in management science is scheduled to begin in 1992. There are presently three full-time laculty members in the actuarial area.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to

Applications will be accepted until APRIL 1, 1992 or until the position is filled, and should be sent to: DR, ERIC SEAH, HEAD, DEPARTMENT OF ACTUARIAL AND MANAGEMENT SCIENCE, FACULTY OF MANAGEMENT, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2.

CHAIRPERSON Early Childhood Education College of Education TOWSON STATE UNIVERSITY

The Department of Early Childhood Education is seeking qualified applicants for the position of Department Chairperson. An earned doctorate, experience in early childhood education, an established record of scholarship and excellence in teaching are required. College level administrative experience for directing a department of nine full-time faculty is essential. This is a tenure-track position with a six-hour teaching load per semester. Salary and rank are

Candidates should send a letter of application including areas of teaching expertise, curriculum vitae, three current letters of recommendation, and a sample of scholarly work to:

Dr. Joan Hiklebrand Early Childhood Education Department College of Education Towson State University Towson, Maryland 21204

The application and closing date is April 15, 1992. Towson State University is a liberal arts based, comprehensive university enrolling 15,000 undergraduate and master's degree students. It is located on a 326 acre campus in the northern suburbs of Baltimore. An Equal Opportunity, Affirmative Action Employer

Chair, Science Department, Saiol Xavier College, 3700 West (Bird Street, Cricago, Blinois 60655; (312) 779-3300 extension 470, Fixx # (312) 779-9061. AA/BOE.

Business: Assistant/Associate Professor of Business: Assistant/Associate Professor of Business: Lenura track. Ability and experience in teaching quantitative methods course, commitment to teaching and program excellence, continued professional development and scholarshim, alternative 470, Fax # (312) 779-9061. AA/BOE.

Business, Assistant/Associate Professor of Business, Letture track. Ability and experience in teaching quantitative methods course, commitment to teaching and program excellence, continued professional development and scholarshin, alternative delivery of instruction and productive academic/business world relations. ABD required, doctorate preferred. Prefer ability to teach in MIS, decision sciences, management of TQM as well. Nine month salary \$25,000-518,000. Send latter of application addressing qualifications, three letters of reference, reames, addresses and telephone numbers of three additional references, evaluations of feaching, graduate transcripts, and Rul carriculum vitae by \$500 p.m., March 13, 1992 to: Dr. Robert Ley, Chalsperson; Division of Business; Lewis-Clark State College; Bh Avenue and 6th Street; Lewiston, Idaho 83501; (208) 799-2293. Pax (208) 746-2831. Lewis-Clark State College, an AA/BOB organization, scilvely seeks to expand the diversity of its Baculty.

Business Administration/Economics: Malone College, Canton, Ohio. Tenure track
contition, rank open, beginning August,
1992. Academic and experiential background in marketing, management, and international business desired. Must be willing to teach some classes at off-campus
sites requiring one hour of travel one way.
Ph.D. or D. B.A. desired; will consider doctoral candidates or strong master's degreed
applicant. Send curriculum vitae, which
spould include a statement of philosophy of
Christian higher education, to Dr. Ronald
G. Johnson, Provost of the College, Melone College, 115-23th Streat, N.W., Cuton, Ohio 44709. Desaline for applications
is March 15, 1992. Malone College in a
Christian liboral arts college affiliated with

Business Administration: Two tentre track Assistant / Associate Professor positions available Fall 1992, subject to funding and availability. Finance: Teach Corporate Financial Management, Institutions, Banking, International, Real Estate, and International Real Estate, and Internation of Principles of Marketing. Teach Principles of Marketing, Sales Management, and Retail Management or Consumer Behavior. Dis./Ph.D. in Finance/Marsement, and Retail Management or Consumer Behavior. Dis./Ph.D. in Finance/Marsement Sciences, involves teaching near the position and Doctoral program required for each position. All Dowlin firm completion date will be considered. Normal teaching load 12 undergraduate credit hours. Although emphasis is on teaching, faculty members expected to participate in scholarly research and variety of degariment and Marketing Real Estate, and Associated Science and Marketing Real Estate, and active research expected. Send a current visa and the names, addresses, and telephone numbers of three references by March 10, 1992 to James S. Moore, C. Dair, Maragement propriess and complexity research and variety of degariment and Marketing Real Estate, and deponent and Marketing Real Estate, and the names, addresses, and telephone numbers of three references by March 10, 1992 to James S. Moore, C. Dair, Maragement propriess, secondinalities conditions in the appropriate field preferred. For additional Information, contact Dr. And Sharma, Chairpetson, Frostburg State University, Department of Bodices Administration/Management indianal Control programs of three considered. Normal propriess and provides conditional programs of three references by March 10, 1992 to James S. Moore, C. Dair, Maragement visate and pacament programs and Marketing with the provides and program required for each position. Include coordinates and placement programs and the names,

UNIVERSITY OF ZIMBABWE

APPLICATIONS ARE INVITED FOR THE FOLLOWING POSTS 1. LECTURESHIPS/SENIOR LECTURESHIPS/ASSOCIATE PROFESSORSHIPS 1.1 DEPARTMENT OF PUBLIC LAW (3 Posts)

rose I Applicants should be qualified and willing to teach Environmental Law at both undergraduate and postgraduate levels, and to teach certain aspects of Public regulation at undergraduate level, Familiarity with current developments in the subject at municipal and international fevels with respect to developing countries would be a requirement.

Applicants should be qualified and experienced to leach and research in Applicants should be qualified and experienced to leach and research in Statutory Interpretation. Knowledge of Legislative Dratting and experience as a legal practitioner in a Roman-Dutch Law Jurisdiction will be distinct advan-tages. The successful candidate will be required to teach primarity an under-graduate Statutory Interpretation course and undertake research in this and related Public Law areas.

CONDITIONS OF SERVICE Both permanent and short-term contracts are offered. Persons who are not Zimbabwean citizens may be appointed only on a short-term contract basis for an initial period of two years. Short-term contracts may be extended.

Six copies of applications giving full personal particulars which should include full name, place and date of birth, qualifications, employment and experience, present salary, date of availability, telephone number and names and addresses of three referees should be addressed to:

Director, Appointments and Personnel University of Zimbabwe P. O. Box 167 Mount Pleasant HARARE Telegrams: UNIVERSITY Telex: 26580 UNIVZ ZW

Overseas applicants may obtain particulars from Mrs. M. F. Gwala, Deputy Registrar (Administration), P. O. Box MP167, Mount Pleasant, Harare. CALADY SCALE

SALARY SCALE	
Engineering (Including Professional	Supplement)
Lecturer Senior Lecturer Associate Professor Professor	: Z\$34,176-Z\$44,832 : Z\$45,949-Z\$49,332 : Z\$51,624-Z\$54,096 : Z\$54,636-Z\$57,696
Non-Medical	
Lecturer Senior Lecturer Associale Professor Professor	: Z\$30,816-Z\$41,472 : Z\$42,588-Z\$54,972 : Z\$48,264-Z\$50,736 : Z\$51,276-Z\$54,336
Medical/Veterinary (Including Profe	essional Supplement)
Lecturer Senior Lecturer Associate Professor Professor	: Z\$37,476-Z\$48,132 : Z\$49,248-Z\$52,632 : Z\$54,924-Z\$57,396 : Z\$57,936-Z\$60,996
Research Fellow	
Grade II Grade I Senior Rosearch Fellow	: Z\$24,324-Z\$27,924 : Z\$28,896-Z\$32,484 : Z\$36,636-Z\$42,420
I THE CIOSING GATE FOR APP	olications is March 20, 1992.

SPORTS SAUDI ARABIA **REQUIRES PROMOTION DIRECTOR**

Applications may be obtained by writing:

Anita Johnson, The African-American Institute 833 United Nations Plaza, New York, NY 10017

To coordinate and promote different sports activities and sponsored events within Saudi Arabia and the Guif area. Minimum of 5 years' experience, higher education degree, communication skills and ability to adapt to different culture are required. Attractive package is offered to the qualified and different culture are required.

NuMarketing Advertising & Public Relations P. O. Box 36632 Bon Air, VA 23235

Send detailed résumé including salary history and references

Master's degree in counseling-related disci-piline; 2 years' related experience. Descrip-tion: flodividual and group career counsel-ing, program presentation, coordination of misority programmins, supervision of graduate counseling students, assist with internation program. Apply to Lyone Mil-burn, Career Center, Jester Al 15, The Uni-Thristian liberal urts college affiliated with the Evangelical Friends Church-Restern Region and is an Equal Opportunity Employer, MF/H/V.

Business Administration/Management indiaga University Pardue University at Fort

State University is a 4-year public university, with an enrollment of 20,000 students. The University is located in the scenic community of San Marcos, between Austin and San Antonio, at the base of the rigrar-sque Ferna Hill Country, Qualifications: A bachelor's degree is required. A matter's degree is counseling or a student services degree in counseling or a student services related field to proferred. A minimum of one year's experience in career planning placement on four-year college campus is preferred. For application call (512) 243-2537 or write the Personnel Office, Southwest Texas State University, San Mercos, Texas 78656. Resumes abone will not be gecepted, SWTSU is an Affirmative Action, Equal Opportunity Employer.

Chant Opportunity Employer.

Chemical Education: Chemical Educator, University of Northern Calorado, Position Number: 21588. Applications sought for Austiant Professor, temure-track position. Requirements: earned doctorate in chemical recipies education or chemistry, capable of directing doctoral research in chemical education and undergraduate research in chemistry. United States citizen or permanent resident. Teaching assignment: Graduate and undergraduate chemicalisticance education, introductory chemistry, and in area of specialization. Possibility of instruction in off-campus, state-funded programs. For details contact Dr. M. Lynn James, Chemistry Biochemistry. University of Northern Colorado, Greeky, Colorado 30639, an Affirmativa Action, Equal Opportualty Employer. Deadline for compide application: April 1, 1992.

THOMAS NELSON COMMUNITY COLLEGE

FACULTY POSITIONS AVAILABLE

Thomas Metson Community College is a comprehensive college on the Virginia peninsula and convenient to rumerous historic and recreational points of interest. The college had a fall enrollment of over 7896 aludents and alightly more than 3870 FTE's

ENGLISH (F0081)—Teaching responsibilities in developmental English; English composition as needed. Outsifications Preferred: Teaching experience in a writ-

POLITICAL SCIENCE (F8139)—Teaching responsibilities in American national politics, state and local politics, and international relations; United States history as needed.

QUALIFICATIONS REQUIRED: (English, Foreign Language, and Political Sci-

CUALIFICATIONS REQUIRED: (English, Foreign Language, and Political Solence)
Instructor—Master's degree (18 graduate semester hours in the teaching field).
Assistant Professor—Specialist or equivalent (38 graduate semester hours in teaching lield) Two years' teaching experience required.
COMPUTER INFORMATION SYSTEMS (F0188)—Teaching responsibilities in maintrame computer courses and current software courses. Qualifications Preferred: Community college teaching experience.
BUBINESS MANACEMENT (F0141)—Teaching responsibilities in various business management courses. To work and assist are businesses with TQM training experience. Familiarity with seaninar work.
POLICE SCIENCE (F0068)—Teaching responsibilities in police science. Responsible for conducting a program evaluation on a periodic basis.

SARLY CHILDHOOD EDUCATION (F0013)—Teaching responsibilities in early childhood development and methods courses. Responsible for placement and gram evaluation of students in coordinated internship and conducting a periodic program evaluation.

gram evaluation

AUTOMOTIVE TECHNOLOGY AND COORDINATION OF AUTOMOTIVE COOPERATIVE EDUCATION PROGRAMS (F0161)—Teaching responsibilities in automotive technology and courses required for the Ford Automotive Budget Service
Educational Training Program (ASSET). Resolutional to new students for the
follogs cooperative education program automotive technology. Qualificain coordinating an automotive industry training program.

ELECTRICALMECHANICAL TECHNOLOGY AND COORDINATOR OF COOPERATIVE EDUCATION AND APPRENTICESHIP TRAINING IN TECHNOLOGY
(F0063)—Teaching responsibilities in mechanical and electronic technology. Coordinates engineering cooperative education and electronic technology. Cograms. Qualifications Preferred. Knowledge and skill for teaching courses in
statica, Dynemics. Strength of Materials, Presumetics & Hydraulics, and basic
electronics technology and electrical engineering courses.

QUALIFICATIONS REQUIRED: instructor-Bachelor's degree in Mechanical or
Electrical Engineering with two years industrial experience in both mechanical
Assistant Professor—Master's degree (18 graduats somester hours in the most

and electrical engineering.

Assistant Professor—Meater's degree (18 graduate somester hours in the teaching field). Two years' related occupational experience required and two years' Associate Professor—(Position F0083 only)—Specialist or equivalent (38 graduate somester hours in the teaching field). Two years' related occupational experience and six years' teaching experience required.

NOTE: State and second and the second and the some and six years' teaching experience required.

NOTE: Profer all applicants to be familiar with computers and their instructional applicants. Selected candidate for each position will be expected to participate in curriculum and course development. All faculty are expected to serve on institutional committees.

RANK AND BALARY: Rank dependent on qualifications and experience. 1991-92 salary range for instructor to Assistant Professor is \$23,599-332,394 (9

months). 1991-92 salary range for instructor to Associate Professor (Position F0083) is \$23,669-\$38,617. STARTING DATE: Anticipated starting date is August 16, 1992.

ic year.

APPLICATION PROCESS: A letter of application, resume, personal cooles of college transcripts, three references with current addresses and telephone numbers, and a State of Virginia Employment Application must be received in the Personnal Office by March 20, 1982.

Application packages are to be mailed to the following address:

Thomas Netson Community College Personnel Office P. O. Box 9407 Hampton, Virginia 23870

A State of Virginia Application may be obtained by writing to the above address or by calling (804) 826-2728. Homas Nelbon Community Collège is an Equal Opportunity, af-Firmative action employer, nembers of Ethnic Minorities and Women are engguraged to apply.

MATHEMATICS EDUCATION

Tenure track position, assistant professor in mathematics education, at the University of Georgia. Applicants should hold a doctorate in mathematics education or a closely related field and have interests and background consistent with the missions of the department. Demonstrated etaching experience and a strong background in mathematics are expected, applicants should send a resumé, a statement describing their qualifications and interests, and the names of at least three references who application to Dr. James W. Wilson, Department of Mathematics Education, University of Georgia, 105 Aderhold Hall, Athens, Georgia 30602, Affirmative Action institution.

Chemical Engineering: Arrelications invited for Chainperson, Department of Chemical Lumineering, Require engine PALD, patching reford, Runded research, and Approx Constitution, leadership and ad-

Chemical Engineering: Tenure-track faculty postijon. Fali 1992: rank/salary open. Teach maderaradane courses; direct undergradane research projects. Apply total manufampleseral alion a tew Composite descrata Engineering Program. Engand descrata Engineering Program. Engand descrata Engineering required; ABD conjidered degree communication of the Conjidered degree comm

Chemistry: inorganic/Organic (two poel-tiona) May, 1992, Exchine program for ca-responding students program for ca-responding students program for ca-care professional schools, MS/Ph.D. Need professors, who believe that students can learn chemistry, Salaries competitive. Con-tact Dr. Cley Health Scienced Program, 688 Neeth 48th Street, Kansas City, Kan-pas 66102; 1913 621-0611.

Chamistry: Baylongassasi Chamistry. Bay

Assistant Professor of Environmental Science

Geology/Geography - GIS Tenure Track - Fall 1992

The Environmental Science Program at Marist College is seeking an individ-ual who has extensive experience using Geographic Information Systems as a tool in environmental impact assessment or environmental resources and policy analysis.

policy analysts.

The primary responsibilities of the position are: 1) Teaching two undergraduate courses in GIS, plus some combination of environmental genlosy, hydrology, geography, cardegraphy, and environmental (saies, 2) Directing undergraduate research projects and internships, 3) Assisting with the recruitment and advisement of undergraduate environmental science majors. The ideal candidate will have completed a Ph.D. in geology, geography, or a closely related field, have evidence of broad training in environmental science or environmental policy analysis, and have two years of undergraduate teaching experience.

Women and minorities are encouraged to apply. Please submit a resume, a brief description of research plans, and three latters of recommendation by March 13, 1992. Credentials will continue to be accepted until the position is filled. Please address to:

Dr. Andrew Molloy Chair, Division of Science Marist College MPO 905 Poughkeepsic, NY 12601

Marist College is an Equal Opportunity, Affirmative Action Employer.

ASSISTANT PROFESSOR WORLD HISTORY

THE UNIVERSITY OF DELAWARE invites applications for a tenural frack assistent professor position in world history, starting in September 1992, pending budget approval. Ph.D. required. The successful candidate will develop and teach courses in world history and have primary teaching and research interests in a field of Aslan history, excluding China. The ability to teach the first or second half of Western Civilization is desirable. Although the final candidate will be a member of the History Department at the University's main campus in Newark and will offer one to two courses a year there, he or she will have primary teaching and administrative duties at the University's Georgetown campus in southern Delaware, about two hours by car from Newark. Please send a letter of application, a C.V., and three Search Committee, Department of History, University of Delaware, Newark, Delaware 19716. Applications and letters of recommendation to Professor David Pong, Chair of the Newark, Delaware 19716. Applications and letters of recommendations in the second se

PHILLIPS ACADEMY Andover, MA 01810

OPENINGS 1992-1993

Phillips Academy, an independent national and international hearding and day high school for 1,200 able college-bound students, maintains high academic standards. Approximately 70% of the faculty hold M.A. and Ph.D. degrees. The school offers an extensive and inclusive curriculum taught by a diverse faculty. The faculty teaches beyond the classroom through coaching, house counseling, and sponsoring student activities.

For 1992-1993 the Departments of ART, BIOLOGY, CHEMISTRY, COLLEGE COUNSELING, FRENCH, GERMAN, HISTORY, PHYSICS, SPANISH, AND THEATER (TECH), seek highly energets teachers with master's or doctor's degrees who enjoy working with students and who welcome the challenges of teaching from early high school through college levels. Applicants should provide a letter, resume, references, and official transcripts to Helmuth W. Joel, Jr., Dean of Faculty.

******************************* subatances. Supervise activities in a stateof-the-art environmental analytical chemistry laboratory. Must have M. S. in soil. 200or cryotronmental environmental analytical chemistry laboratory. Must have M. S. in soil. 200or cryotronmental environmental analytical chemistry laboratory. Must have M. S. in soil. 200or cryotronmental environmental states of the content of the conten

Chemistry/Engineering: Lecturer for University. Duties include conducting independent research in polymer science and supervisity of State University. Duties include conducting independent research in polymer science and supervisity of State University. Civil Engineering: The Department of Civil Engineering: The Department of Civil Engineering: The Department of Civil Engineering in California State University. Stored is highly desirable. Candidate with search laboratory. Discover new manner. The Department of Civil Engineering in California State University. Stored is highly desirable. Candidate with search laboratory. Discover new manner. supervision of graduate students and research laboratory. Discover new maxpeasteen flaboratory. Discover new maxpeasteen flaboratory maxpears and other fradustrial applications. Invest new jet inks
for an indisastrial aponsor with many potential applications. Requires a Ph. D., is Macroundecular Science and Engineering. Also
complectular Fiber ardiants and extration, a minimum of ther protein as and extration, a minimum of there publications in
polymer flaber administ and one course in
each of the following: orasinc chemistry of
macromolecules: chemistry chemical reactor engiaterias and appeted polymer processing.
Requires one year's experience in posidorcompositions of the processing polymer research. Salary is \$26,500
par year. Hours are from \$500 s.m. to \$500
p.m., forty per week, Must be able to demconsumate legal ability to work permanently
in the United States. Send repused to 7310

Loos Beach (CSULE) invites applications for a tenure-track faculty position in Environmental Engineering, beginning 24 August 1921. The candidate should specialize in politation control and hezardous waste cnaineering, with a strong background in the remediation of contaminated environments. The candidate will be expected to teach both undergranduate and standard courses, conduct ladependent research and exclusive courses, conduct ladependent research and exclusive courses, conduct ladependent research and exclusive conductions of the conduction of the conduction

Bulletin Board (202) 466-1050



SPORT PEDAGOGY (Physical Education)

Assistant Professor. Oregon State University, Department of Exercise and Sport Science, is anothing applicants for a fenure-track position with primary responsibilition in the areas of sport podagogy and secondary school physical education. The appointne will be expected tonch undergraduate causes in the Departmental pro-pedagogy of ion, to teach, advise, and supervise graduate students in the Mass of Arts in Teaching Program, and to teach in other areas consistent the appointer's background. The successful candidate with the appointer's background. The successful candidate with the appointer's background. The successful candidate is become to conduct research and seek extramural funding series operational committees; advise undergraduate student research; and provide professional and community service.

Qualifications include Doctorate in Sport Pedagogy or related lists Qualifications include Doctorato in Sport Pedagogy or related lief: provious teaching experience at the university and secondary school levels; evidence of resourch capability: offective communication skills; commitment to quality undergraduate and graduate education skills; commitment to quality undergraduate and graduate education Applicants should submit a letter of application, vits, transcripts, and three letters of recommendation specific to this position to: 0r. Christian W. Zauner, Chair. Department of Exercise and Sport Science, Langton Hall 214, Oregon State University, Corvallis, Oregon 9731. Closing date for this position is 13 March 1992. Oregon State University is an Affirmative Action, Equal Opportunity Employer and complex with Section 504 of the Rehabilitation Act of 1973. Oregon State University has a policy of being responsive to the needs of dual caper



GEORGETOWN COLLEGE Chair

Department of Communication Arts

Christian, church-related, liberal arts college seeks experienced person with data-ale (or ABD) to head its Department of Communication Arts Department programs include the toric public address, interpretation, therite, broad coating and organizational communication courses. Furthers may be asked to adea a videotape of a class presentation prior to our computeriorists with Successful candidate will

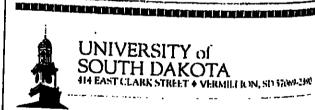
pussess the ability to teach effectively in areas characteristic of a liberal attendence

college

de prepared to work with colleagues in a performance based concolumently
string development of oral communication skills
have demonstrated leadership and administrative skills
exhibit the ability to contribute to the Christian purpose of the college

femure-track position at associate or professor level available August, 1992. Sulp commensurate with experience and reflege a dark achiefule Georgetown College, founded 1929, serves 3, 200 undergraduate stadents. Apprecimately 10 percent of graduates major in Communication Arts. The College is least near the new Yoyota Matter Manutacturing Plant just twelve infler north of lengton, Kentucky. In the heart of the beautiful binegrave linear country. Send better addressing dealest qualifications, resume with releasures, and na-script(s) by March 13, 1993 to

Vice President for Academic Affairs and Dean of the College Georgetown College 480 East College Sites Georgetown, Ky 40124



UNIVERSITY of SOUTH DAKOTA 414 EAST CLARK STREET 4 VERMILLION, SD 57069-190

Theatre Department Chair/Stage Movement Teacher

Associate Professor, Lenure-track. MFA or Ph D. in Theatre, five years' teaching excess administration of the professor and the second of the professor and ing exper, administrative exper, record of artistic production/research re-quired. Deadline: March 31, 1992, or until a suitable candidate is hired. Serd letter, résumé, and three recommendations to: Chair, Search Committee, De-partment of Theatre, University of South Dakota, 414 East Clark, Vermilion, SD 57069. AA/EOE.



The College is seeking an experienced educational leader with creativity, good judgment, integrity and a sense of humor for the position of Staff Associate (Area Coordinator) beginning the Spring. The Area Coordinator will be responsible for organizing and directing residential life functions within assigned residence halls. The Area Coordinator will live on Campus in residence area of responsibility. The successful candidate will have a Master's degree in Studem Personnel, Counseling or retailed field and three to five years' post-baccalaureate experience or related rend and three to live years' post-baccalaureate experience in housing/residential life. Screening of applications will begin on Martin 11, 1992 and will continue until position is fitted. The Gollege enroits 8100 furl- and part-time students with 5700 undergraduates and 1900 resident students. Submit states of Intent, resume and the names, addresses and telephone numbers of five professional references to the Office of Human Resources, Boyden Hall, Bridgewater State College, Bridgewater, MA 92326.

BULLETIN BOARD: Positions available

SOCIAL WORK

The College seeks to fill a full-time, tenure-track Assistant Professor ne couege sees to mi a riui-mine, tenure-track Assistant Professor (Beginning Level) position in Social Work beginning in September of 1992. Teaching will include generalist practice, field advisement and development of relevant field practice courses. MSW and appropriate Ph D required and LICSW or equivalent. Experience should include direct service delivery and student supervision. Teaching and curdirect service delivery and student supervision. Teaching and cur-neculum development experience desirable. Salary is dependent upon quantications and experience. Screening of applications will begin on March 18, 1992 and will continue until the position is filled. Submit letter of intent, curriculum villae/resums and the names, addresses and telephone numbers of these professional references to Professor Alda Bruna, c/o Office of Human Resources, Bridgewater State College, Bridgewater, MA 02328.

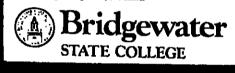
ELEMENTARY AND EARLY CHILDHOOD EDUCATION

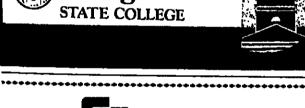
The College has a prestigious national and international record of leacher education and offers undergraduate and graduate degrees in professional education. We seak faculty committed to teaching. The College Invites applicants for the following full-time, tenure-track positions beginning in September of 1992.

Two Assistant Professors of Elementary Education. Responsibilities include teacher preparation courses in elementary education to preservice and in-service teachers; supervising student teachers in senior practica and advising students. Farned doctorate along with college teaching and clinical supervision stdls required.

teaching and chinical supervision skills required.

One Assistant Professor of Early Childhood Mathematics Education and Educational Rechnology. Responsibilities include teaching courses in early childhood mathematics and educational rechnology to preservice and in-service teachers, supervising student teachers in serior practice, advisting students, early childhood education program development Demonstrated teaching competence in early childhood contemporary mathematics methodology and educational technology. Ed.D or Ph.D. required. Application reviews begin February 1992 and confilince wall the positions are filled. Salary is dependent upon qualifications and experience, Submit letter of Intent, curriculum vibus and the names, addresses and telephone numbers of three professional references to Dr. Wayse R. Phillips, Chairperson of the Saarch Committee, etc Office of Human Resources, Bridgewater State College, Bridgewater, MA 02326.





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FACULTY POSITION

Saint Louis University School of Social Service invites applications for a full time tenure track position in community practice beginning Fall, 1992. Must be able to teach courses in community practice, planning and/or administration and a secondary area in the MSW Program. Some teaching in the BSSW Program may be required. The nine-month appointment at the rank of Assistant Professor offers competitive salary and fringe benefits. An MSW, two years' post-MSW practice experience and a doctorate in social work or a related area (ABD's will be considered) are required.

Saint Louis University is an urban, Catholic, Jesuit institution based in the midtown area of St. Louis, Missouri. Over 1,000 faculty members provide undergraduate, graduate and professional education to more than 12,000 students located on campuses in St. Louis, Missouri; Cahokia, Illinois; and Madrid, Spain.

The School of Social Service offers the BSSW and MSW degrees through programs accredited by C.S.W.E. The faculty includes 16 full time faculty and a number of part time faculty from the practice community. Currently, 225 MSW and 55 BSSW students are enrolled.

Application deadline is March 15, 1992 or until the position is filled. Send letters of application, including a curriculum vitae and a list of four

Dr. John Stosar, Chair, Faculty Recrultment Committee Saint Louis University School of Social Service 3550 Lindell Boulevard St. Louis, MO 63103

Communication: Trinity University. New amounteement—second position advertised this year. Assistant Professor of Communication (tenure-truck), Fall 1992; Ph.D. or near Ph.D. Developiteach courses in critical and textual analysis of media, communication institutions, and practices: supervise/teach courses in print production and news reportise or visual communication; involvement in University's First Year Seminar program. Especially invite

Middle Tennessee State University

Middle Tennessee State University is seeking applications for positions for the 1992-93 academic year. MTSU, a fast-growing comprehensive institution, located 30 miles southeast of Nashville, offers a variety of programs at the backelor's, master's, and doctor's levels. Inquiries should be addressed to the appropriate dean, department chair, or search committee chair listed below at the following address: Middle Tennessee State University, Murfreesburo, TN 37132. Applications should include a resumé, transcripts, and three references. Applications will be received until a sizable pool of candidates has been identified. Appropriate doctorate required for all positions unless otherwise indicated. All faculty positions advertised are for assistant/associate professor rank with the exception of Department Chair positions. Availability of all positions contingent upon funding.

College of Basic and Applied Sciences

Aerospace - Dr. Wallace Maples, Department Chair. Two tenure-track positions: experience in FAA FAR 147 and 141. Doctorate preferred, master's

Biology - Dr. George Murphy, Department Chair. Three tenure-track positions: two in Anatomy/Physiology; one in General/Clinical Microbiology. Chemistry and Physics - Dr. James Howard, Chair, Search Committee. Position: Chair of Department. Experience in administrative feadership, teaching, research, and public service and ability to attract external funding. Review of applications in progress.

Computer Science - Dr. Thomas J. Cheatham, Department Chair. One tenure-track position. All areas of specialization considered.

Mathematics and Statistics - Dr. J. C. Hankins, Chair, Search Committee. Position: Chair of Department. Higher education teaching experience, proven academic leadership and administrative coordination in a growing, diverse department. Review of applications in progress. Nursing - Dr. Judith Wakim, Department Chair. Two tenure-track positions: (1) Medical-Surgical Nursing and (2) Maternal-Child Health. Ductorate preferred, M.S.N. required.

College of Business

The undergraduate and master's business programs offered by the College of Business are accredited by the American Assembly of Collegiate Schools of Business (AACSB).

Accounting - One tenure-track position: ABO or Ph.D. and CPA required.

Economics - One temporary position: doctorate preferred, master's required

Management - Two tenure-track positions to teach and conduct research in two of the following areas: (a) human resource management; (b) business policy; (c) international business; (d) organizational behavior and theory. ABD or Ph.D. required,

Management Information Systems - One tenure-track position. ABD or Ph.D. required.

Marketing - Two tenure-track positions to teach and conduct research in two of the following areas: (a) marketing research; (b) marketing management; (c) consumer behavior; (d) marketing principles. ABD or Ph.D. required. All applications for positions in the College of Business should be sent to Dr. Barbara S. Haskew, Dean, MTSU, Box 101, Murireesboro, TN 37132

College of Education Criminal Justice Administration - Dr. Frank Lee, Department Chair. One tenure-track position: Ph.D. in Criminal Justice or related discipline preferred. J. D. degree will not qualify for this position. Area of specialization open.

Elementary Education - Dr. Phillip Waldrop, Department Chair. Six tenure-track positions: teaching experience in elementary schools required. Health, Physical Education, and Recreation · Dr. Molly Whaley, Department Chair. Four tenure-track positions.

Professional Laboratory Experiences - Dr. Jane Williams, Director. One twelve-month administratur: Coordinator of Field Placements for teacher education programs. It you wish to apply for this position, send a letter of interest addressed to the attention of the MTSU Personnel Office and specify the job title of COORDINATOR OF FIELD PLACEMENTS in your letter.

sychology - Dr. Larry W. Morris, Department Chair. Two tenure-track positions: one in sensation-perception; one in clinical. Youth Education - Dr. Raigh White, Department Chair. Two fenure-track positions: doctorate or near required. One requires experience in designing, developing, teaching and administration of computer-media lab for teacher education students. Experience in K-12 and higher education required for both positions.

College of Liberal Arts

English - Dr. Frank Ginanni, Department Chair. Four tenure-track positions: (1) Generalist with competence and interest in technical writing; (2) Generalist with competence in English pedagogy, (3) Generalist with competence in women's cultural studies, (4) Generalist with competence in film/

Geography/Geology - Dr. Ralph Fullerton, Department Chair, One tenure-track position: Cultural/Human geographer with specialization in economic development, planning, resource management/conservation. Third world speciality desired. One tenure-track position available Spring, 1993: Geologist with specialities in mineralogy and petrology.

History - Dr. Ron Messier, Chair, Search Committee. Three tenure-track positions from the following fields: (1) global (sub-field in either sub-Saharan Africa or Latin America); (2) public history/historic preservation; (3) U.S. social, U.S. women or African-American; (4) U.S. history post-1945. Ph.D.

Music - Dr. T. Earl Hinton, Chair, Search Committee. Chair of Department-

Music - Dr. Laurence Harvin, Chair, Search Committee. One temporary position: cello. Master's required.

Sociology/Anthropology/Social Work - Dr. Peter Heller, Department Chair. Two tentre-track positions: (1) Sociologist, Criminology/Delinquency/Law/Social Control/Violence-Victimology; (2) Social Worker-Director. (CSWE Accredited Program).

Speech/Theatre - Dr. Jim Brooks, Department Chair. One temporary position: Instructor/clesigner/TD. MFA/Ph.D. preferred, MA required.

College of Mass Communication

journalism - Dr. Alex Nagy, Acting Chair. Two tenure-track positions: (1) advertising for both print/broadcast media, professional experience desired, and (2) public relations, professional experience desired, particularly in business/corporate communications.

Radio/Television/Photography - Dr. Thomas R. Berg, Chair, Search Committee. One tenure-track position: audito for media, radio production and programming, and new technologies. Ph.D., A.B.D. or equivalent national media experience required. One tenure-track position: beginning and advanced digital imaging in mass communications and ability to develop an area of emphasis in the field. Appropriate terminal degree with background in Computer graphics and video production, and record of teaching excellence required. A résumé tape is destrable.

Recording Industry Management - Dr. Richard Barnet, Department Chair. Four tenure-track positions: two in business aspects of music industry, teaching experience and doctorate preferred; two in audio engineering/production, teaching experience and terminal degree (Ph.D. or M.F.A.) preferred. Professional experience in recording industry essential for Loth positions.

Department of Developmental Studies

Developmental Studies - Dr. Carol Bader, Director. Counselors: One or two (10-month and 12-month) position(s) advising developmental studies students. Minimum of a master's in psychology, student personnel services, counseling, or related area required.

Library

Library - Mr. J. Donald Craig, University Librarian. One tenure-track appointment in the User Services Department, ALA-accredited ML5 required.

Center for Popular Music

Center for Popular Music - Mr. Paul F. Wells, Director. Music Librarian. ALA-accredited MLS required; minimum of three years' professional experience in music library or archive; evidence of strong knowledge of American music. If you wish to apply for this position, send a letter of interest addressed to the attention of the MTSU Personnel Office and specify the job title of MUSIC LIBRARIAN-CENTER FOR POPULAR MUSIC in your letter.

uity ratio, and excellent facilities, equipment, and zervices. Salary competitive. Deadling for receipt of applications, résumé and reterence, for productions des courses de la production de la production de la course de la production de la course de la production de la course curriculum vitae, three letters of reference, graduate institution transcript(s), and teaching evaluations (if not available, additional letters of reference specifically addressing teaching abilities and experience; to Robert O. Blanchard, Chair, Department of Communication, Trinsty University, 715 Stadium Drive, San Antonio, Texas 78212; fax (512) 736-8100. EEO/AA Employer.

Communication: Valdosta State College amounces the availability of a nine-month toure track position in the Department of Communication Aris at the Assistant Professor or Associate Professor rank beginning September, 1992. Duties include teaching organizational communication and speech communication courses and supervision of the debate program. Qualifications include a minimum of a master's degree in the appropriate communication area, doctorate preferred. Teaching experience is desirable. Salary is open, depending

Communication: Monmouth College, Department of Communication. Tenture-track Assistant Professor, September, 1992. Teaching 4 courses per semoster in public, interpersonal and intercultural continualisation, and possibly public relations. Advise undergraduate majors, develop new courses focused on leadership and communication theory. Quelifications: Ph.D. (ABD considered), an excellent record of college level, student-centered teaching, proven interest in co-curricular communication experiences, evidence of scholarship, Send letter, vits and other certinent information by March 22 to Mr. Robert Huber, Department of Communication, Monmouth College, Cedar Ayenue, West Lorg Branch, New Jersey 07764. Applications from people of color and women are encouraged.



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FACULTY POSITIONS

for Academic Year 1992-93

DOWNTOWN CAMPUS

CHINEMENTS: Master's degree in counseling and guidance, social work, rehabilita in courseling, family and communer resources, or clinical or educational psychology offessional courseling experience at a post secondary and/or community collegi-ez). Demonstrated understanding of the multiculary needs of a southwestern com unity college. Must be able to work variable hours to include evenings.

Preference: Within the past five (5) years' experience with academic assessment advising, career counseling, personal counseling, and adult college re-entry populations in a higher education setting Social services agencies. Teaching experience in

REQUIREMENTS: Master's degree in Mathematics, or Mathematics Education with minimum 24 hours' upper division or graduate level mathematics coursework. references reaching experience in a community college of at the lower division level a four (4) year college or university. Must be capable of reaching animmetic through finential equations, and must enjoy teaching a substantial percentage of lower level of developmental courses. Coursework in related sciences. Training or experience the computers, integration of computer use into coursework. Teaching experience in multicultural environment.

EAST CAMPUS

REQUIREMENTS: Master's degree in counseling and guidance, social work, rehabilita-tion counseling, family and consumer resources, or clinical or educational psychology. Demonstrated uncleratancing of the multicultural needs of a southwestern community

es: Within the past five (5) years' experience with: Professional counseling in ucation seiting. Academic assessment, advising, career counseling, person-ng, and adult college re-entry populations in a higher education setting

REQUIREMENTS: Master's degree in Humanities or related fields, e.g. Art History, Comparative Literature, Oriental Studies, Religion, etc. Teaching experience at poss-secondary and/or community college level. An understanding of the multicultural needs of a southwestern community college student body.

Preferences: Demonstrated experience in innovative modes of instruction, e.g. team teaching, collaborative learning, and an emphasis on critical trimining. Knowledge and incorporation of muticultural and gender components into the Humanites curriculum. Rowledge of learning styles. Curriculum development and program development experience. Experience in supervising programs. Academic and career advising experience.

WEST CAMPUS .

EARLY CHILDHOOD EDUCATION

REQUIREMENTS Masser's degree in Education or related field with emphasis in Luty Chilchood Education and Child Development. Teaching experience from infancy through third grade in interdisciplinary subject areas including at least five (3) of the following main, science, language, social studies, children's literature, music and art. Demonstrated understanding of the muldicultural needs of a southwestern community college studies both.

rences: Experience in post secondary/co-mnunky college teaching, curriculum xogram development, social education and instruction for parenting.

REQUIREMENTS: Master of Science degree in Electrical or Computer Engineering. Teaching experience at a post-secondary level, inclustrial experience in electrical or computer engineering. Demonstrated understanding of the multicultural needs of a southwestern community college student body.

Preferences: Knowledge of computer languages such as Precel FORTRAN, and "C".
Community college teaching experience in engineering or related field is desired.
AMERICAN SIGN LANGUAGE

REQUIREMENTS: Associate's degree plus a minimum of five (5) years' related work experience OR a Bachelor's degree in Deafness, interpreting, or related field plus a minimum of three (3) years of related work experience OR Mester's degree in Deafness, interpreting, or related field. Willingness to utilize blinguidalcultural teaching methodologies, Must be fixen in American Sign Language. Demonstrated understanding of the mutificultural needs of a southwestern community college student back.

skudents.

Applicants must qualify for a regular Antzona Community College teaching certificate.

Applicants must qualify for a regular Antzona Community College teaching certificate.

Review of applications will commence on March 25, 1992 and will continue until the postitions are filled. To be considered, a completed Prima Community College application, a résumé, unofficial transcripts and the names of three (3) cultrent references must be automitted. Faiture of complete the application requirements will result in elimination of candidacy. All official documents must be submitted to:

PARA COLLEGIBLE OF COLLEGE DESERVE.

PIMA COMMUNITY COLLEG. DISTRICT Employment/Human Resources P. O. Box 3010 Tucson, AZ 87702-3010 (602) 884-6624

Communication Arts:Radio/Television Matone College, Canton, Ohio, Temre-track position, mak open, department August, 1992. Academic and experiential background in radio/television. This position includes broadcast courges and communications courses. In addition, this person would have the reasonsability of co-managering the campus radio station, operating the campus radio station, operating the campus radio station, operating the campus community, and establishing cooperative selationships with local radio and tolevision stations. This person could also have some reasonsibility with the technical supects of the theater program; i.e., flathing and sound for college productions. M.A. required, Ph.D. preferred. Some college toaching some frames also preferred is also television. Sel.A. required, Ph.D. preferred. Some college toaching some frames also productions. M.A. required, Ph.D. preferred some college toaching some frames also preferred to seven college toaching some frames also preferred. Some college toaching some frames are presentable search experiments.

required. Ph.D. preferred. Some codese teaching experience is also desirable. Send curriculum vitace, which should include a statement of philosophy of Christian higher education, to Dr. Robard G. Johnson, Proved of the College, Malone College, S.J. 33th. Street Northwest, Canton. Othor 179, Dendline for spolleations is barred on the Street Northwest, Canton. Othor 179, Dendline for spolleations is barred on the Street Northwest, Canton. Othor 1792. Malone College, S.J. 33th. Street Northwest, Canton. Othor 1792. Malone College, S.J. 33th. Street Northwest, Canton. Othor 1792. Malone College and Charles and College and Charles and College and Charles and Cha

Communications Public Relations Broad-castings Paculty member to Communica-ilop Aris Department needed to teach in areas of public relations and broadcasting along with some basic speech courses. Acrointee may serve as advisor to P.R. S.S. A., exit measurem substitutes and sumage public relations for depart near co-nunicable activities. M.A. or M. S. is Pub-ic Relations or Broadcasting required. Ph.D. referred Transit such, nine stouch appointment, glary possibilable. Letter of incipant, resume, and names, addresses, and telephone juminers of all less three ref-cusaces should be sont by April 1, 1922, to; Nils Riess, Chaff, Department of Commu-

Computer Sciences University of Arkanuss at Lillig Rock. The Department of Computer and Information Science of the University of Arkanus at Lillig Rock the Department of Computer and Information Science of the University of Arkanus at Lillie Rock invites spoil-cations, for a tenur-ricek position at the astituant professor level, beginning in August, 1972. Candidates must be of Ph.D. in Computer Science and must, have a containing in quality teaching and research. All fields within Computer Science will be Little Rock is a ground street Science will be Little Rock is a ground street of the State. The Department of Computer Information Science has It is the Science of the State. The Department of Computer Information Science has It is the Science has It is the Science and Computer and Information Science and a CSAS accred-

CENTRAL VIRGINIA **COMMUNITY COLLEGE**

Faculty Positions

Central Virginia Community College is seeking faculty for 9-month teaching positions which will be available in the fall of 1992.

ADMINISTRATION OF JUSTICE, #F0060

Bachelor's Degree in Criminal Justice with two (2) years of related occupational experience. Teaching experience preferred. Must be prepared to teach all Administration of Justice courses offered by the College.

HISTORY, #F0061
Master's Degree with 18 graduate semester hours in History. Must be prepared to leach survey courses in U.S. History, Western Civilization, World History.

World History.

COMPUTER INFORMATION SYSTEMS, #F0078
Bachelor's Degree in Computer Science or a related Data Processing itekl; two (2) years of related occupational experience (to include programming in several of the following languages: BASIC, COBOL., C, DL/I, OS/ICL, RPGIII, PASCAL, and IBM Assembler). Teaching experience may be substituted for occupational experience on an equivalent time basis. Master's Degree preferred. Experience in working with microcomputers, microcomputer software, and local area networks. Must be prepared to teach courses in several of the following languages: COBOL, RPGIII, PASCAL, C, OS/ICL, DL/I, BASIC, and Assembler. Must be able to work in both mainframe and in a microcomputer environment using a wide

In both mainframe and in a microcompuler environment using a wide variety of microcompuler software. Application for Employment (reference to a résumé is not acceptable, original signature, specify position number), résumé, copies of college transcripts (official transcripts will be required at time of employment), and three (3) letters of recommendation must be received by 4:30 p.m. on

> Office of Human Resources Central Virginia Community College 3506 Wards Road Lynchburg, VA 24502-2498 Phone 804-386-4500 EEO/AAE

Chestnut Hill College **RELIGIOUS STUDIES OPENING**

Chestnut Hill College, a four-year women's liberal arts college in the Catholic tradition, was founded in 1924 by the Sisters of St. Joseph. It is located in the suburban Chestnut Hill area of Philadelphia. Although the traditional division admits women only, the graduate and continuing education divisions are coeducational.

Chestnut Hill College invites applications for an assistant/associate tenure track position in Religious Studies and Chair of the Religious Studies Department. A commitment to the education of the contemporary woman to multi-cultural diversity, and to a college in the Catholic tradition is necessary in any applicant. Earned Ph.D. or D.Min. typiritual directions required. Preferred areas of specialization include historical theology and/or applied spirituality. College teaching experience or equivalent is required. Applicants are expected to teach in both the graduate and undergraduate programs.

Duties as Chair include the coordination of the graduate holistic spiritu-elity program. Some administrative experience is preferred. Applicants are asked to send un introductory letter, curriculum vitae, and three letters

Office of the Academic Dean Religious Sudies Scarch Chestout Hill College Philadelphia, PA 19118-2695

All masterials are to be postmarked no later than March 27, 1992. Late applications will continue to be reviewed until the position is filled.

TEACHER EDUCATOR

Trade and Industrial

Occupational Education

Tenure track position teaching Trade and Industrial certification courses on and off campus and Occupational Education courses related to work life assessment and cooperative education. Responsibilities include teaching, academic scholarship, and departmentalluniversity service. Ed. DiPh.O. in teachincal/vocational or adult education. Candidate must be approvable by three years' expertence teaching in public schools in a trade and industrial education program. Send letter of intent, résumé, transcripts, and three feters of reference to Dr. Robert Habingreither. Chair. Department of Technology, Southwest Texas State University, San Marcos, TX 78666. Salary commensurate with qualifications and experience. Closing data. March. March.

ited B.S. degree in Computer Science. Applicants should send a letter of application. Curriculum vites and the names, addresser, and telephone numbers of at least three references to: Search Committee Chairman, UALR Computer Science, 2801 South University Avenue. Little Rock. Arkapsas, 72204, Applications should be received on op before April 1, 1992 to receive full consideration. The University of Arkansas at Little Rock Lis an Affirmative Action, Equal Opportunity Employer and actively seeks that candidacy of minorities and women. Under Arkansas law, all applications are subject to disclosure.

science will be considered. Evidence of excellent teaching ability and potential for research in computer science is desirable. Salary is competitive. Send letter of application, resume, transcripts, and three letters of recommendation to: Dr. Thomas J. Chastham, Chairman, Department of Cooperator Science, Box 48, Middle Tennetsee State University, Murtresboro. Tennetsee 37132. Application servine will be accepted unit postion is Bled. MTSU is an equal opportunity, Affirmative action employer. Women and minorities are encouraged to apply. Middle Tennetsee State University is a comprehensive state-supported university with an enrollment exceeding 14,050. The department has ton full time faculty members. The B.S. and M.S. degrees are offered to Computer science. Computer facilities include a Honoral university is a departmental LAN of DEC 3100 and

VAX 3100 workstations running ULTRIX.

and a state of the 2nd demonstration lab
also connected to the ULTRIX LAN 1acoff these facilities. Position availability of these facilities. Position availability of these facilities. Position availability of the state of these facilities. Position availability of the state of the state

Counseling: Southeastern Unlahuma trate University, Cuordinaine, fragments Certific Certifications required. Pri D preferred. Certifications required: Certifications required: Certification Professional Counseling Certificate and Drug and Alcohol Crounseling Certificate and Drug and Alcohol Crounseling of eritheastern Applicant must be able to plan and crossional extra successive the counseling services within the University including roofessional and psychological assessment, resolvents, and or referral Assist in Counseling student accupational and educational property including the Assist in Assistational student affeirs programs and services for students. To apply tuberit a letter of application, released, transcripts, and three letters of recumendation to the Personnel Office, Statum A, Duract, Oklahona 74701. Application deadling is March 15, 1972. AAFGOE. Counseling Counseling Service Steff Clau-cian. University of Arthurst seeks a stail clinician for in Counseling sind Psycholog-cal Service. Dures lacinde brief counsel-inginerapy: supervision of Iralness; con-sultation and education, and development of apecialty practice in areas such as pay-ishing issues, multicultural arithur, rela-tionably violence, atc. Qualifications in-clude doctorate in counseling or psycholo-sy (counseling or aliances) or muster's an acceptation of a counseling or psycholo-sy (counseling or aliances) or muster's an acceptance with admits, tembers against a se-perience with admits, tembers against a pre-ferredly, means believed that one year.

BULLETIN BOARD: Positions available

CURRICULUM AND INSTRUCTION:

UNIVERSITY OF

SCHOOL OF EDUCATION

FACULTY POSITIONS AVAILABLE

The School of Education at The University of South Daketa announces six tenure-track positions for 1992-98. The School ageks outstanding applicants to contribute to advanced program development. The School offers selective upper-division undergraduate and a full complement of advanced degree programs, including the only doctoral programs in education in the State of South Daketa. The School will have a faculty and staff of 100 in a university of approximately 7,200 students, with high standards and nationally ranked 17th among public universities as a student's "best buy" (Full, 1996, Money Guide). USD offers an attractive small town environment with a nild climate, accellent local schools, and close proximity to Sloux Falls, SD, Sloux City, 1A, Minneapolis, MN, Kansas City, MO, and Omaha, NE. Education programs are fully accredited approved by NCATE, NCA, and the South Daketa Division of Education. As a member of the Holmes Group, the School is implemonting an interdepartmental and site-based approach to enhance advanced degree programs and to focus strongly on research and development for improving sural education needs, including interactive technologies for distance learning.

CHERICULIUM AND INSTRUCTION:

Position 1: Assistant or Associate Professor rank. Responsibilities: Teach graduate and undergraduate courses in science education; supervise field experiences; guide teachers in the development of curriculum materials; conduct research/creative activities; and participate in the organization of professional development conters. Qualifications: An earned decletrate in education; teaching experience at the elementary/secondary school lavel; and evidence of accomplishments or strong potential for success in research, publication, grant writing, and professional service. Interest and experience in instructional technology and university teaching experience desired.

dence of accomplianments or strong potential for success in research, publication, grant writing, and professional service. Inforest and experience in instructional technology and university teaching experience desired.
Position 2: Assistant or Associate Professor rank, Responsibilities: Teach undergraduate and graduate courses in middio level and secondary education; supervise clinical and field-based experiences; conduct research/creative activities; and participate in the organization of professional development centers. Qualifications: An earned dectorate in education or related field with emphasis in secondary or middle level education; superised in social studies or English; and evidence of accomplialments or atrong potential for success in research, publication, grant writing, and professional service. Interest and experience in instructional technology and university teaching experience desired.

Position 3: Assistant or Associate Professor rank, Responsibilities: Teach undergraduate and graduate reading/language arta courses; supervise clinical and field-based experience; conduct research/creative activities; and participate in the organization of professional development centers. Qualifications: An earned decreate in reading/language arts; teaching experience at the elementary or secondary level; and evidence of accomplishments or strong potential for success in research, publication, grant writing, and professional service. Interest and experiences, and the mathematics education; assist in the mathematics and science initiative in the Batte and graduate courses in mathematics education; assist in the mathematics and science initiative in the Batte and Region; supervise field experiences; advise students; conduct research/creative activities; and participate in the organization of professional development centers. Qualifications: An earned declerate in education or related field; teaching experience at the elementary or secondary acticel lovel; and ovidence of accomplishments or atrong potential for

Additional positions may also be available for the 1902-93 academic year. Inquiries are welcome to Pr. Donald R. Potter, Cludr, Division of Curriculum and Instruction, 605-677-5210.

EDUCATIONAL ADMINISTRATION:
Assistant/Associate Professor rank. Responsibilities: Teach graduate courses in adult and higher education or educational administration; conduct research/creative activities; supervise doctoral discretations; and provide activities, supervise doctoral discretations; and provide activities, supervised doctorated in a civities, such as the implementation of professional development centers. Qualifications: An sarried doctorate in adult and higher education, oducational administration, or oducational leadership; public school and teaching experience; and demonstrated scholarly activities are required. Knowledge of higher education administration, finance, and budgeting is preferred. Interest and experience in instructional technology is desired.

EDUCATIONAL PSYCHOLOGY AND COUNSELING:
Assistant/Associate Professor rank. Responsibilities: Teach graduate and undergraduate courses in educational psychology and child/adolescent growth and development; advise doctoral and master's students; direct dissortations; assist in program development; and conduct research/creative activities. Qualifications: An earned doctorate in educational psychology and a woll developed specialty and demonstrated scholarly activity in teaching, research, service, and clinical activities are required, interest and experience in instructional technology and universally leaching associated.

nguirios are wolcome to Dr. Frank Main, Chair, Division of Educational Psychology and Counseling, 806-677-5250.

Inquirios are wolcomo to Dr. Frank Main, Chair, Ilvision of Educational Psychology and Counseling, 500-517-550. HEALTH, PHYSICAL EDUCATION AND RECREATION:
Assistant/Associate Professor rank. Responsibilities: Toach graduate and undergraduate courses in health education; conduct researchereative activities; and provide service and other professional activities, such as the implementation of professional development conters. Qualifications: An enterior development conters and examines and education of neither related scholarly activity in reaching, research, service, and clinical activities are required. Athletic training experience and cartification; college teaching, experience; and instructional technology experience and interest in working with student teachers and practicum students are preferred.

Inquiries are welcome to Dr. Gale Wiedow, Chair, Division of Health, Physical Education & Recreation, 805-877-

All positions are nine-month, tenuro-track appointments with possible summer employment. Applications must be received by Friday, March 27, 1902. Salary is competitive, based on rank, fleld experience, and acholarship. Applicants must have completed doctorate by September 1, 1982. A written letter of application, curriculum vitae, graduate transcripts, anmple of scholarity productivity, and three letters of recommendation must be submitted to: Dean's Office Search Coordinator, School of Education, The University of South Dakota, 414 E. Clark Streat, Vermillion, SD 67099-2890; 6605, 977-5437. The Search Coordinator will refer applications to the appropriate search committee. Applicants of diverse backgrounds are encouraged to apply. USD is an equal opportunity, affirmative

Inquiries are welcome to Dr. Phil Vik, Chair, Division of Educational Administration, 605-677-5260.

SOUTH DAKOTA



SCHOOL OF SOCIAL WELFARE

Distinguished Professor of Social Work Practice

Applications and nominations are molted for the first endowed po fessorship in the School of Social Welfare, the Marjorle Comp Chair in Social Welfare. This is a new and important positioning UCIA School of Social Welfare Applicants and nomines must have demonstrated leadership in clinical practice, research related to practice, teaching, and community service. The applicant must have a commitment to contributing to knowledge, enhancing curious. and promoting standards of excellence in schools and sodal way settings across the country. Emphysis on practice with colonly diverse populations is desirable

The Chair is named in honor of Marjore Crump, a philanthrops, a outstanding community leader, and an advocate of excellence social work practice. The Crump Professor will be expected to go tribute to the scholarly activity and the instructional strength of b UCLA School of Social Welfare in both the Master's and PhD. pr grams and provide technical assistance to social work services in the community. The Crump Professor will play a leading role in helping to attract outstanding students to a career in chinical practice and

Salary will be competitive. In addition to salary, annual funding will be provided to be used at the discretion of the Chair to support

Applications must be received by April 1, 1992, They will be treated confidentially. Applicants intust submit a curriculum vitae, a bid description of their practice, research, teaching, and service confi butions. They should submit the names of three references who a describe their professional activities. Please submit applications to

Dons S. Jacobson, Ph.D. Chair, Search Committee UCIA School of Social Welfare Los Angeles, CA 90024-1452

LICLA IS AN EQUAL OPPORTUNITY,



CHAIR DEPARTMENT OF TEXTILES, DESIGN & CONSUMER **ECONOMICS**

The Department is seeking a Charperson, tenurable at the tak of full professor. Relevant terminal degree in Apparel Design Marketing, Murchandising, Retailing, or related area is required. Strong leadership skills, teaching computately in higher uducation and a strong record in articles/scholarly activities, and successful record at administrative experience and

This multidisciplinary department has strong potential or informational promitence. The charperson is responsible or developing cultural diversity in faculty and programs and fostering collaborative efforts with other University units. businesses, industry and governmental agencies

Completed applications must include current resume, the letters of returence and selected reprints and preprints. Rem and salary are negotiable. Starting date is September 1, 1992 DEADLINE: March 24, 1992

For additional information contact: Professor Frank B. Dilley. Chair of Search Committee, College of Human Resources, UNIVERSITY OF DELAWARE, Newark, DE 19716.Telephone: (302) 831-2303. FAX: (302) 831-1038. The UNIVERSITY OF DELAWARE is an Equal Opportunity Employer which encourages applications from qualified Minority Group Members and Wormen

St. Paul's School

is a secondary independent, coeducational boarding school in Concord, New Hampshire.

For the school year 1992-1993 an opening in French is anticipated. We seek a native or near-native speaker, with teaching experience. Supervision in the dormitory is expected, as well as assisting in For more information, contact: Mrs. Roberta E. C. Tenney

Vice Rector for Faculty St. Paul's School Concord, New Hampshire 03301

working with children and adults. Salary competitive, Position subject to availability of tinds. Women and minority applicants encouraged to apply. The Search Committee will begin reviewing candidates on March 6, 1992. Applications will be accepted until elections are made. Send résumé, all official graduate and undergraduate trinscripts and 3 letters of reference to: Bernard Richardson, Ph.D., Counseling and School Psychology Department, Southern Connecticut State University, 90 Crescent Street, New Haven, Connecticut 08515. AA/EOB, Search #91-202.

Criminal justice: The justice Center at the University of Alaska Anchorage is seeking applications for a tenure-track position as Assistant Professor of Justice. This position is responsible for scholarship in both civil and criminal justice with primary research and peaching is justice administration, justice justice, and morely and Alaska Native justice issues. Ph. D. in appropriate discipline (ABD considered if completion expected by August. 1992). Salary: Dependent of experience. A complete job de-

scription may be obtained through Person-nel Services. Send a letter of application and comprehensive resume to University of Alaska Anchorage, Personnel Services, 3890 University Lake Drive, Anchorage, Alaska 99506-4638. Review of application begins March 16, 1992, UAA is an AAEO Employer and Educational Institution.

Employer and Roucasional instability.

Criminal justice: Utica College of Syracuse University. Growing Criminal Justice Program has one and possibly 140 tenure track positions opening for Pall 1992 at the assistant or associate professor level. Doctorate in criminal justice or related Reid, prior college teaching and practical experience greefered. Specialization in corrections or law enforcement highly desirable. The salary is competitive and dependent on qualifications. Consideration of applications will begin March 9, 1992. Send letter of application, current vita, and three references to Dr. Carry R. Cordon, Director, Criminal Justice Program, Utica College of Syracuse University, 1600 Eurastone Road, Utica, New York 13502-4892, Wospen and minorations are strongly encouraged to apply. AA. EOE.

ASSISTANT PROFESSOR GOVERNMENT

Assistant Professor, tenure-track.

three-year initial appointment be-ginning September 1992 in Inter-national Relations, Pending author-tzation. Position includes teaching international politics, internati related fields such as international North-South relations. Quantitative skills are desirable. All member of the Department teach sections of the introductory political science course. Review of applications w begin in March. Please send resumes to: Professor Peter Rowe, Chair, Search Com Dept. of Government, Smith College, Box 500, Northampton, MA 01063. An Affirmative Action Equal Opportunity Institution Museraties and Women are En counaged to Apply.



FDU FAIRLEIGH DICKINSON UNIVERSITY

FACULTY POSITIONS

FAIRLEIGH DICKINSON UNIVERSITY, New Jersey's largest private university, offers nearly 100 undergraduate, graduate and professional degree programs to approximately 12,000 students at its campuses in Florham-Madison, Rutherford and Teaneck-Hackensack and overseas at Wroxton, England. We invite applications for the following anticipated positions.

ASSISTANT/ASSOCIATE PROFESSORS MANAGEMENT AND MARKETING

Department of Management & Marketing, College of Business Administration: Full-time, tenure-track positions, Teaneck-Hackensack and Rutherford Campuses, beginning Fall 1992. Rank and salary commensurate with educational qualifications and research/industrial experience. Requirements: Earned Doctorate or close to completion. Excellent teaching and publication in refereed journals required for tenure eligibility. Dept. Chair, Dr. William Trombetta.

ASSISTANT/ASSOCIATE PROFESSORS INFORMATION SYSTEMS AND SCIENCES

Department of Information Systems and Sciences, College of Business Administration: Full-time, tenure-track positions, Florham-Madison and Rutherford Campuses, beginning Fall 1992. Rank and salary commensurate with educational qualifications and research/industrial experience. Primary teaching, laboratory and research needs are in the areas of Production/Operations Management and Management Information Systems. Requirements: Earned doctorate or candidate for Ph.D. in POM/MIS. Excellent teaching and publication in refereed journals required for tenure eligibility. Dept. Chair, Dr. G. Naadimuthu.

ASSISTANT/ASSOCIATE PROFESSOR PUBLIC ADMINISTRATION INSTITUTE

Public Administration Institute: Full-time, tenure-track position, Rutherford Campus, beginning Fall 1992. Rank and salary commensurate with qualifications and experience. Requirements: Earned dectorate with substantial graduate preparation in public administration or related field; professional work experience in the public sector; teaching skills in Budgeting & Financial Management, Quantitative Methods, Management Information Systems, Human Resources Management and Health Services Administration; actively engaged in research. Director, Dr. Thomas J. Pavlak.

ASSISTANT PROFESSOR ESL/LINGUISTICS

School of Education: Full-time, tenure-track position, Teaneck-Hackensack Compus, beginning Fall 1992. Requirements: Solid background in linguistics, second language acquisition and supervision; Ed.D. or Ph.D. in linguistics or related field (ABD may be considered); experience in teacher training preferred. Director, Dr. Marlene Rosenbaum.

ASSISTANT PROFESSORS NURSING

Department of Nursing: Full-time, tenure-track position, Maternal-Child Nursing, Teaneck-Hackensack Campus, beginning Fall 1992, Also openings in Maternal-Child, Medical-Surgical and Community Health. Requirements: Doctorate preferred/Master's in Nursing required. Part-time nursing faculty openings in Fundamentals for Summer '92-three days/week, from June 22-August 14. Part-time Fall '92, Maternity, Pediatric, Community Health, Psychiatric-Mental Health, Master's in Nursing required, Dept. Chair, Dr. Harriet Feldman.

ASSISTANT/ASSOCIATE PROFESSORS **PSYCHOLOGY**

Department of Psychology: Full-time, tenure-track positions, Florham-Madison Campus, beginning Fall 1992. Candidates for one position must have expertise to teach graduate/undergraduate courses in Statistical/Experimental Psychology, Learning, Sensation and Perception, and Physiological Psychology. Second position candidates must have a background in Social Psychology with a specialization in Organizational Behavior and be able to teach courses in General Psychology, Industrial Psychology and Organizational Behavior. Requirements: Ph.D., teaching experience and a demonstrated record of published research. Dept. Chair, Dr. Robert M. Chell.

Department of Psychology: Full-time, tenure-track position, Teaneck-Hackensack Campus, beginning Fall 1992. Requirements: Ph.D. in Clinical Psychology with commitment to research. Preference given to applicants with specialization in Health, Child Clinical, or Community Psychology and who have potential for externally fundable research. Chairperson, Dr. Juliana Lachenmeyer.

INSTRUCTOR OF MATHEMATICS

Department of Mathematics, Computer Science and Physics, College of Arts and Sciences: Full-time, tenure-track position, Florham-Madison Campus, beginning Fall 1992. Requirements: M.S. in mathematics or equivalent and actively pursuing graduate study toward the Ph.D.; teaching experience. Dept. Chair, Dr. Peter Falley.

THE SCHERING-PLOUGH DISTINGUISHED VISITING PROFESSOR OF CORPORATE AND ORGANIZATIONAL COMMUNICATION

College of Arts and Sciences: Florham-Madison Campus, beginning January 1993. This position ly and has a central r and Organizational Communication. The visiting professor offers graduate courses and presents lectures to the academic and corporate communities. Requirements: Demonstrated and distinguished record of professional or scholarly achievement and national recognition. Director, Dr. Michael Goodman.

DIRECTOR, SCHOOL OF HOTEL, RESTAURANT AND TOURISM MANAGEMENT

School of Hotel, Restaurant and Tourism Management, College of Business Administration: Fult-time position, Rutherford Campus, beginning July 1992. Requirements: Ph.D. in business or related field; record of research and scholarship in the hospitality field; ten years of practical experience in hospitality industry; fund-raising ability and administrative experience in higher education. Dean, Dr. Paul Lerman.

Screening of applications will begin March 15, 1992. Send resume, cover letter, and names of three references to appropriate Dean/Director/Chair, c/o Employment Office, PC-8, Fairleigh Dickinson University, 223 Montross Avenue, Rutherford, N.J. 07070.

Women and minorities are encouraged to apply. Equal opportunity/affirmative action employer.

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Tenure-Track Faculty

Lakeland Community College invites applications for faculty positions. A state-assisted institution of higher education, Lakeland is a comprehensive community college fully accredited by NC ACS and offers 80 programs of study. Located 30 minutes from Cleveland, our campus is 400 wooded acres boasting contemporary buildings. Construction of a 53.8 million Campus Resource Center is currently underway, and future construction of a new health services technologies building is anticipated. Enrollment in credit courses for Fall of 1992 was 8,944 students. Our operating budget for 1991-92 is in excess of \$23 million.

Teaching faculty are responsible for a 9-month contractual load of 15 units per quarter/

45 units per year, maintaining office hours, reviewing courses and curricula, and otherwise participating in college and professional-development activities.

Human Services Instructor and Program Chair

Experienced human services professional and educator sought to take key leadership position in new associate degree program in human services. Responsibilities include teaching a variety of courses in the discipline, establishing or strengthening ties with community agencies to assist in field placements for students, and coordinating the Col-

lege's participation in a statewide training project. In addition to regular faculty duties, the chair will assist the dean in handling such functions as scheduling, working with

part-time faculty, budgeting, interacting with a community technical advisory committee, reviewing curriculum, and preparing an accreditation report at the appropriate time.

Minimum Qualifications: Master's Degree in Social Work or related discipline, 3 years'

full-time equivalent experience in college teaching and 3 years' professional experience

Preferred Qualifications: Professional Ilcensure and at least 2 years' experience as direc-

Master's in English and college teaching experience required. Ph.D. preferred. Candidates must be composition specialists with strong backgrounds in developmental writing. Additional experience in writing lab or computer lab settings is desirable.

Master's in Physical Education required. College teaching in physical education preferred. Candidates should be prepared to teach fitness and conditioning; physical education for elementary school children; and most activity courses involving lifetime,

Minimum requirement is a Master's Degree. College-level teaching experience is preferred in an appropriate biological discipline. The successful candidate should be pre-

pared to teach anatomy and physiology courses and an introductory course in cellular biology in the health technologies curriculum as well as general biology courses for both majors and non-majors. Broad-based training/teaching experience in microbiology, ecology-environmental biology, and/or botany would be considered beneficial.

individual and team sports. Experience in aquatic activities desirable.

tor/chair of a human services program in a two-year college.

Physical Education Instructor

English Instructor

Biology Instructor

Chemistry Instructor

Positions - Fall 1992

The College of Saint Rose is an independent college, committed to the liberal arts and to professional programs. The College recently organized into four achoois: Arts and Humanities, Business, Education, and Math and Sciences. The College serves 2,400 undergraduate and 1,280 graduate students. The 120 full-time faculty are student or inented and are dedicated to the teaching-learning process. The College is pleasantly located in the culturally rich and diverse Capital Region. The College invites applications and nominations for the following tenure track, full-time (nine months) faculty positions. The positions will begin August 28, 1992. All positions require a commitment to teaching and to value-oriented education. College teaching experience is desirable.

ASSISTANT PROFESSOR OF PSYCHOLOGY

Requirements: Ph.D. in psychology; preparation in foundational areas and ability to teach a wide variety of courses. Responsibilities: Teach undergraduate courses in psychology such as motivation, physiological psychology, sensation, experimental methods, statistics, student advisement.

Contact parson: Dr. James Mancuso, Dean, School of Mathematics and Sciences.

A98ISTANT PROFESSOR OF FRENCH

Requirements: Ph.D., native or near native proficiency; demonstrated offectiveness in teaching; familiarity with language methodology, training, and assessment.

Responsibilities: Teach undergraduate courses at all levels of modern French language and literature; foster language training, total immersion programs and innovative approaches to the teaching of foreign language.

language. Contact person; Dr. Thomas Boeks, Dean, School of Arts and Human-

ASSISTANT PROFESSOR OF SCHOOL COUNSELING

Requirements: Doctoral degree in counseling or counseling psychology; experience in school counseling, college teaching and the supervision of practicum students; background in career development, assessment, community counseling and/or college student personnel. Preference given to women and minorities. Responsibilities: Graduate teaching; supervision of field work; atudent advisement; committee work.

Contact person: Dr. Jack Calareso, Dean, School of Education.

ASSISTANT PROFESSOR OF READING Requirements: Doctorate; teaching experience at the elementary or secondary level; reading certification; college teaching experience desirable. Minority candidates encouraged to apply. Responsibilities: Graduate teaching; supervision of field work; student advisement; committee work.

Contact person: Dr. Jack Calareso, Dean, School of Education

ABBISTANT PROFESSOR OF ELEMENTARY EDUCATION

Requirements: Doctoral degree; teaching experience at the elementary level; contification to teach (N-6); appropriate academic oradentials; experience in urban or multicultural education. Preference will be given to minority candidates.

Responsibilities: Graduate and undergraduate teaching; student advisement; committee work.

Contact person: Dr. Jack Calareso, Dean, School of Education.

The review of applications will begin on March 2. Please send letter of application, resume, and the names, addresses, and phone numbers of at least three references to the contact person fisted above at The College of Saint Rose, 432 Western Avenue, Albany, NY 12203.

The College of Saint Rose is an Equal Opportunity Employer. Women and minorities are urged to apply.

Genius-Level Physics, Chemistry, or Biology Instructors Are you a recept seience master s or Ph.D. graduate with strong teaching or T.A.

experience in undergraduate sciences coursework?

Have you incredible teaching ability and superhative interest in your specialty? If so, you may be interested in Hyperlearning. We are an educational services company adjacent to the campuses of U.C. Sun Diego, U.C. Irvine, and U.C. Los Angeles, A

A position of key responsibility with management potential in an expanding educa-

itoral services company located near major universities.

The opportunity to work with a team of equally intersted and dedicated educators committee to full-time curricular improvement, including C.A.I. multimedia.

Freedom to teach and continually modify your courses in the manner that you see fit.

The satisfaction of teaching U.C.-caliber students with minimal grating duties in

personalized classes of 24 students or less.

A stanting salary (33-42K/namum, plus performance bonuses) that immediately reservis your outstanding teaching abilities. You can be earning a base valury of close to SOK/yr within two years of employment in our organization.

We believe no other career educational opportunity today has the potential to provide as much satisfaction and reward to the truly gifted sciences instructor. If qualified, please call us at 1-800-843-4973, 10am-10pm, P.S.T. for further details.

ALI YUET IEET TIITY (800) 843-4973

Criminal justices Spint Anselm College.
The Department of Criminal Justice associates the availability of two GJ Assistant Professor Positions, because a September, 1992. Applicants for Position I study be able to teach courses in Cornections. In.

1952. Amplicants fix Position I should be able to teach courses in Cornections, including American Cornections, including American Cornections, formation of the many formations, Cornections and American Cornections, Produce and Parcial American Cornections, Cornections and American Cornections, Cornections and American Cornections, Cornections and American Cornections, Cornections and American Cornections in University teachings and professional content of the conten

AUBURN UNIVERSITY

Mental Retardation Position: Tenure-track position in special education at the Assistant Professor rank beginning Fall,

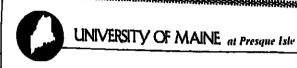
Qualifications: Position requires: (a) Ed.D. or Ph.D. in spe-Qualifications: Position requires: (a) Ed.D. or Ph.D. in special education, (b) training/experience with moderate/severy profound mental retardation, (c) one year's leaching experience in elementary and secondary mental retardation, (d) demonstrated performance in professional publication, (c) eligibility for appointment to graduate faculty status, and (f) demonstrated performance in grant applications (preferred). Contact: Caroline Dunn. Ph.D., Search Committee Chuir, Department of Rehabilitation and Special Education, 1234 Heley Center, Auburn University, AL 36849-5226; (205) 844-5943. ECEH Position: Tenure track position in special education at the Assistant/Associate Professor rank beginning Pall, 1992. Qualifications: Position requires: (a) Ed.D. or Ph.D. in spe-

cial educations: Position requires: (a) Ed.D. or Ph.D. in spe-cial education-early childhood, (b) demonstrated success in grant writing and management, (c) one year's teaching expe-rience in early intervenilon/preschool special education, (d) demonstrated experience in research and professional writ-ing, (e) eligibility for appointment to graduate faculty status, and (f) experience in college teaching preferred. Contact: Samera Baird, Ph.D., Search Committer, Chair, Department of Rehabilitation and Special Education, 1234 Haley Center, Auburn University, AL 36849-5226; (205) 844-5943.

Salary: Commensurate with background and experience. Application Procedure: Submit: (a) full résumé; (b) names, addresses, and phone numbers of three references; and (c) examples of scholarly performance (e.g., publications, educations)

Deadline: Committee will begin reviewing applications March 20, 1992, and the process will continue until the posi-

Aubum University is an AA/EOE.
Minorities and women are encouraged to apply.



The University of Maine at Presque isle is a regional baccalaureate inalitation principally serving the northernmost county of Maine as a cultural center and provider of educational programs. The University with an enrollment of 1,500 students at its Presque isle campus and outlying centers, is one of the seven institutions of the University of Maine System. Interested candidates should submit a letter of application, resume, transcripts, and confidential placement life or letters of reference (3) to the contact person listed below at 181 Main Street, Presque isle, Maine 04769-2888. Review of applications will begin March 13, and will continue until a suitable candidate is found. Positions begin September 1, 1992.

History: Tenure Irack, Assistant Professor, Ph.D. in American History required. Will teach American History at all levels and Westorn Civilgraphy and history. Contact Dr. Gil Rogers, Chairperson, Social Science Division.

Business Management: Tenure track, Assistant Professor. MBA or J.D. required. Experience in baccaleuroale-leval teaching or professional practice or both strongly preferred. Courses needing coverage include Business Law, Legal and Social Environment of Business Labor Relations, and Personnel Management. Contact Mr. Robort Murray, Chairperson of the Search Committee, Social Science Division.

The University of Maine at Presque lale is an Affirmative Action and Equal Opportunity Employer.



Assistant Professor of Finance

Position available September 1992 (pending funding). Required: Ph.D. or active ABD in Finance with an area of graduate study in banking. Non-U.S. can contribute to the diversity of the department will be given preferritial expectation. Primary responsibility is teaching in the field of finance with the expectation that the person will take leadership in the sub-field of banking. May division students, to actively participate in activities of the department and the Moorhead State University. Please submit your resumé, copies of graduate vide one feater of recommendation. Graduate students must prorequired qualifications by September, 1992. A standard faculty application from Completed applications must be postmarked no later than March 23, 1992. ness Administration, Moorhead State University. September, 1992. A standard faculty application from Completed applications must be postmarked no later than March 23, 1992. ness Administration, Moorhead State University, Moorhead, MN 56563; (218) 236-4655.

preferred, but ABD and MA candidates will be considered, Please submit vite and five letters of recommendation to Dr. Raymond S. Rodgers, Head, Department of Speech and Theatre Arts, MSU, Lake May i or and I position is filled. McNeese is an equal opportunity university.

Dental Hyglene: Instructor. Missouri Southern State College is accepting application of reference from three periodic of the control of th

The Chronicle of Higher Education • February 26, 1991

> Professor and Head. Department of Forest Resources UNIVERSITY OF ARKANSAS AT MONTICELLO

The University of Arkansas at Monticello invites applications and top nations for the position of Professor and Flead of the Department

The University seeks individuals having the declorate or exepting experience, with at least one degree in torestry and achievement education, research, and extension. Persons understanding the least name of the fourth are preferred.

preferred

Responsibilities: The Department Head 1) leads the Department's params in instruction, research, and extension; 2) fosters development the Department's Center for Integrated Forest Management Strateges), coordinates ongoing to affect properties, including curriculum development and advancing GIS capabilities; 4) represents the University of Atlans System in external forestry affairs; 5) envisions needs and opportunis of a comprehensive program in torest resources and afficulties their internal and external constituencies.

Position is available July 1. Screening begins May 1 and will control the position is filled. Salary is commensurate with qualification. until the position is tilled. Salary is commensurate with qualification. The Department of Forest Resources has programs in undergradual instruction, research, and extension. It is staffed by It twelve-mod faculty, 3 post-doctorates, 6 research specialists, and 3 support peasurel. The instructional program is the only 4-year forestry program feets state and is administered as a unit of the University. Majors are offends Forestry and in Wildlife and Fisheries, student enrollment is appearant forestry and in Wildlife and Fisheries, student enrollment is appearant Forestry. The forestry currentlum is accredited by the Society of American Foresters. The research program is administered through the Admission program is administered through the University of Admission program is ad

Send letters of application and resumes or nonmations to: Search Cosmittee, Department of Forest Resources, University of Arkansus Monticello, P. O. flox 3468, Monticello, Arkansus 71655. Candidas will be contacted by phone for references. For more information, plass call John Greene, Lynne Thompson, or Larry Willett at (501) 460-4826.

The University of Arkansas at Montwello is an Attamatice Action, Equal Opportunity Employer, Minorities and occurs are encouraged to apply

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UNIVERSITY OF MAINE at Alachias

ASSISTANT/ASSOCIATE PROFESSOR OF EDUCATION

(With emphasis in Middle Level Education)

The Education Division of the University of Main at Machias has tenure track opening for a person with strong academic background expertise in middle level philosophy, curriculum development and methodology, and in foundations of education. Applicants should have recent auddle school tevel teaching experience, commitment to excellence in teaching and interest in envior mental/natural resource applications in teaching Occiorate principal.

Responsibilities: Teaching, advising, supervising held experients: public service; and willingness to participate in development/delixty of middle level teaching aducation program, emphasizing interest plinary/team teaching. UMM/public school partnerships serve K8 schools, including two Native American reservation schools. Position to be filled by SEPTEMBER 1, 1992. Consideration of applications begins MARCH 31, 1992, and will continue until position is filled Candidates should submit: letter of application; detailed curtculus vitae; minimum of three letters of reference; and a brief statement describing goals and interests to: Virginia S. Cheney, Chair, Education Division, University of Maine at Machias, 9 O'Brien Avanus, Machias, ME 04654; (207) 255-3313, extension 235.

The University of Maine at Machias is a 1,000-student, independently accredited campus of the University of Maine system offering under graduate degrees in education, liberal arts, science and business Machias is on the Maine coast, 85 miles from Bangor, 65 miles from Bar Harbor. The ocean, lakes, rivers and forests areas provide unusual recreation/travel opportunities.

The University is an Equal Opportunity, Affirmative Action Employed Minorities are encouraged to apply.

drafting courses. Responsibilities include curriculum development, student udvisins, and support for comminction and manufacturing angineering technology program knowledge of CAD applications, teaching experience in drafting, project designation.

Development Director of Development Independent, Benedictins, college-preparatory day school seeks dynamic development director with proven track record in mishas significant finds to lead as active, multi-phase 335 million capital campaign and a state-of-the-art development department with an experienced, nighty motivated team. Solid accomplishments is all appetes of find rating a must individual giving, amount find campaigns, makes gifts, coporation and foundation practs, planned giving, and capital campaigns. The successful candidate will have a take-charge personality and excellent oral and written presention stills. At least seven your experience. Oradusto degree a plus, Sainty commensurate with experience. Please send resume with selary idstory to: Pr.

BULLETIN BOARD: Positions available



FACULTY OPENINGS

CEDARVILLE COLLEGE is an accredited undergraduate Baptist College of the arts, sciences, and professional programs of 2.100 students, combining a balanced liberal arts focus with a fundamental theological position in doctrine and litestyle with which our faculty, who must be Christians, must agree.

BIOLOGY. New tenure-track position in teaching in molecular biology, cell biology, genetics, physiological ecology. Doctorate or near completion preferred, Master's required.

COMPUTER INFORMATION SYSTEMS, Tenure-track position in Business Administration Department. Teaching systems analysis, systems design, data-base management, and other CIS courses. Curriculum is based on DMPA guidelines. Doctorate desired. Appropriate Master's degree with five years' related work experience required. EDUCATION. New tenure-track position primarily teaching in special education (DH, MH, SBH) with supervision of clinical experiences in special education. Potential assignments to supervise elementary or secondary student teachers. Minimum of three years' teaching experience in special education with Master's degree required; doctorate and experience in regular classroom senings are desired. Must be certifiable in Ohlo in several special education categories.

HEALTH AND PHYSICAL EDUCATION. New tenure-track position in altheit valning/physical therapy. To direct the athletic and academic programs in athletic training in accordance with NATA certification standards and to coordinate pre-physical therapy program. Primarily teaching altheit carling and related health courses. Doctorate or advanced stage of dissertation required, Previous athletic training and teaching experience desired.

ELECTRICAL ENGINEERING. New tenure-track position. Primarily teaching in two fields of circuit and network analysis, digital systems, communications, or electrical design. Provide leadership in expanding new baccalaureate engineering program with \$7 million Engineering/Science/Nursing building under construction. Doctorate required and previous teaching experience desired. ENGLISH. Tenure-track position, Painterly teaching tochnical/professional writing with some composition. Doctorate preferred Master's plus two years of professional writing experience required.

NURSING. Tenure-track position. Teaching esponsibilities include clinical and classroom teaching in maternity nursing and in theoretical and technical foundations of nursing. Doctorate desired, but M.S.N. and work experience required. PHILOSOPHY. New tenure-track position. Teaching range of undergraduate philosophy offerings which will include ethics. Hours teaching available. Doctorate or near completion required.

MATHEMATICS. New tenure-track position primarily teaching calculus along with all levels of the undergraduate curriculum. Ability to teach some courses in physics helpful. Doctorate in main (possibly physics) preferred; Master's degree with strong teaching experience required. RANK AND SALARY. Commensurate with degrees and experience. Excellent fringe benefit package.

The standard leaching load is twelve hours per quarter. Review of applications will begin FEBRUARY 17, 1992, and continue until positions are filled. Women and minority candidates are encouraged to apply. Send letter of application and résumé to Dr. Duare R. Wood, Academic Vice President, Cedarville College, P. O. Box 601, Cedarville, Ohio 45314.

CEDARVILLE COLLEGE IS AN EQUAL OPPORTUNITY EMPLOYER.



Temple University

The Department of Radio-Television-Film at Temple University announces a search for two tenure track positions at the Assistant Professor level beginning Fall, 1992.

Position One:
As a national leader in both independent production and the integration of theory and practice, Temple is looking for an individual whose creative work combines artistic vision with a concern for social issues, media history, theory and aesthetics. Ph.D., MFA or equivalent professional experience required. Successful candidate will teach both undergraduate and graduate courses (MFA and possibly MA-Ph.D.) in production, documentary, broadcast journalism, and/or film/video institutions.

Position Two:
We are also seeking an individual who must be able to teach undergraduate and supervise master's and doctoral students in research methodology and quantitative techniques. Candidates must have a commitment to research productivity and scholarly publication in any area of mass communication. Ph.D. required.

Please send letter, vita, and the names of at least three references no later than

Professor Norman Felsenthal Chair, Personnel Committee
Department of Radio-TV-Film
Temple University
Philadelphia, PA 19122

Temple University is an Equal Opportunity, Affirmative Action Employer.

Anatomist/Physiologist

Openings in gross anatomy and physiology are available September 1, 1992. These are full time teaching positions in each discipline, with limited research opportunities.

Individuals with both advanced degrees and relevant postsec-ondary teaching experience are invited to submit a letter of interest and a current complete résumé to: Director of Basic Sciences, Cleveland Chiropractic College, 6401 Rockhill Road, Kansas City, MO 64131.

An Equal Opportunity,

Resource Department, Weber State University, Oaden, Ulph 84408-1016. Applications for this position will not be accepted unless received or position will not be accepted department of the position. The search committee or hiring authority. WSU is an AAFOR.

Development: Director of Development, National University, Direct a comprehensive new fund-mains program involving the childration and subchatton of annual and major situs for current operations, Intelligity, involves implementing fund-mains strately involves implementing fund-mains the past year, but requires an experienced fundratiser five years mindmun) to divelop and initiate other appropriate strategies as the program grows and matures. Procided it achieve, and works closely with Instead, Send Ichier and resume (e. Dr. Jerry C. Lee, President, National University of the president of the program of t

LABORATORY

Lecturer

Among the qualifications required are an advanced degree (M.A., Ph.D. in hand or expected), native or near-native fluency in Italian, experience in teaching undergraduates, and a demonstrated commitment to maintaining and developing a small language laboratory. Salary will be commensurate with qualifications and experience. with qualifications and experience. Letters of application must include Letters of application must must be a curriculum vitae, transcripts, and at least three letters of reference submitted by April 1st, 1992 to address below. Late applications will be considered until position is filled.

Janice Zineer
Chair, Search Committee
Dept. of Romance Languages
Rice Half
OBERLIN COLLEGE Oberlin, Ohio 44074

Equal Opporturity Employer

Early Childhood Education/Child Development: Assistant or Associate Professor and Director of Child Development Laboratories, Department of Family Relations and Child Development. In 1992 to teach undergraduate and graduate courses, establish and maintain a viscorous research program with external funds, and provide dynamic leadership in coordinatins Child Development. Laboratories and Early Childhood Education certification program. Ph. D. required, minimum of one despree or successful experience in home economics or similar program with teachar certification praferred; demonstrate record of research, qualified for graduate faculty membership. Rusk and salary commensurate with qualifications and experience. Applicants should submit curriculum viae, representative research reprints, transcripts, and three letters of reference to: Child Development Laboratories Search Committee, Department of Family Relations and Child Development, Okiahoma State University, Stillwater, Okiahoma State University, Stillwater, Okiahoma States University, Stillwater, Okiahoma States University, Review of applications will begin April 6, 1992 and continue until the position is filled.

Ecology, Assistant/Associate Professor, Forest Econystems Ecology. The Department of Forest Requirece and Ecology Center at Utah State University are seaking applicants for a tenure-track faculty position in forest ecosystems ecology. The Department of Forest Requirece and Ecology Center at Utah State University are seaking applicants for a tenure-track faculty position in forest ecosystems ecology. The Department of Forest Requirece and Ecology Center at Utah State University are seaking applicant will be expected to conduct research in nutrient cycling and cerbon budgets of temperate forest ecosystems

Education: Professor. Interim position. Be-gioning August 15, 1992. To teach Elemen-lary Education under Technology and sis-porvise atudent teachers. Commitment to the integration of Christian faith and learn-ing as well as a personal commitment to Christian principles. Ed.D. or Ph.d. in Ele-

LANGUAGE

Director and

The Department of Romance Languages at Oberlin Codlege Invites applications for a full-time position in the College of Arts and Sciences to supervise the Language Laboratory and teach beginning Italian. This administrative appointment carries the designation of fecturer and has been suthorized for one year, beginning July, 1992 with the possibility of renewal.

Will teach courses ranging from elementary chemistry to organic chemistry and instru-mental analysis. A Master's Degree in Chemistry is required. College-level teaching ex-perience is preferred. Experience in the use of computers for the different aspects of chemistry, knowledge of lab safety and disposal and the ability to develop special-topics courses are desirable qualities of the candidate. Lakeland offers a competitive salary range, comprehensive college-paid benefits, excellent working conditions, and a smoke-free environment. Submit letter of application indicating which of the above positions you are applying for, a current and detailed resume, and three names of professional reference by March 31, 1992, to the Human Resources Division. Positions contingent on funding.

Lakeland Community College 7700 Clocklower Drive, Mentor, OH 44050-7594

We Are An Affirmative Action/Equal Opportunity Employer

courses in his or her area of expertise. Applicants must have: Ph.D. et time of appointment; evidence of research productivity; ability to develop a research program based largely on extransural funding; commitment to interdisciplinary research; and commitment to quality teaching. Send letter of interest, curriculum vites, transcripts and supporting material, and have three letters of recommendation sent to: Dr. David W. Roberts, Department of Forest Resources that the letter of the commendation sent to: Dr. David W. Roberts, Department of Forest Resources that the letter of the commendation of the w. Roberts, Department of Porest Re-sources, Utah Siste University, Logan, Utah 84322-3215; (801) 750-2416. Applica-tion review begin April 15, 1992; position open until filled. AA/EO employer that strongly encourages -applications from women and minorities. women and minorities,
fconomics: Assistant/Associate Professor,
tenure-track position. Ph.D. and teaching
experiences required. Areas should include
macroeconomics, monetary economics,
money and banking in both graduate and
undergraduate programs. Review begins
April I, 1992 or until position is filled. Send.
leiter of application, curriculum vitaes and
names of three references to: Dr. Gorald
Miller, Chair, Division of Decision Sciances, Rockhorst College, 1100 Rockhurst
Road, Kangas City, Missouri 6410. An Affirmative Action, Equal Opportunity Employer.

Education: Education Division Chair: fulltime administrative position (twelve
months) at a Canholic codings. Responsible
for the administration of all undergraduate
and araduate recreasts in education (maions in elementary, andy childinod, special, secondary and reading). Position inchates touching and scadenies advision.
The ideal applicant will have proficiency in
one or more areas of the education curriculum and will have excellent communication
and interpersonal skills, a doctorate in education, extensive background in administrailon, teaching, and experience in the
field. The successful gandidate must accept
the mission of the College of St. Joseph.
Application deadline-March 10, 1992.
Sond résume, transcripts, and letter of application to the Fresident's Office, College
of St. Joseph, Clement Road, Rutland, Vermont 05701. AAROG.

Education: Assistant Professor of Relace.

Azusa Pacific University invites applications for the following positions.

Elementary Education. Direct the elementary education program, teach elementary education

courses, place and supervise student teachers, and advise elementary education students. Qualifi-cations: Doctorate, K-12 public school-teaching experience and higher education teaching experi-

Educational Administration. Teach master's level and post-master's level school administration

courses, direct administrative credential program, supervise field experience students, and advise administrative credential students. *Qualifications:* Doctorate, public school administrative experi-

Educational Computing. Teach in the Master of Education Degree Program in Educational Computing and assist in directing of program. *Qualifications:* Doctorate or ABD, experience in use of computers in educational settings, teaching experience. (This position is subject to approval of

Bilingual Education: Teach in the master of ans in language development and bilingual education. *Qualifications:* Doctorate or ABD in education or applied linguistics with relevance to bilingual education, urban/multicultural education, and/or TESOL; K-12 public school experience. (This

English and Communication. A renewable position teaching public speaking, argumentation, drama, and preferably one additional content area. Candidate must be willing to direct modest drama program. Qualifications: Ph.D. preferred; ABD or strong M.A. will be considered.

Marital and Family Therapy. Teach a broad range of graduate courses in marital and family therapy and serve on various faculty committees. *Qualifications:* Doctorate in MFT, family relations, or psychology with special emphasis in MFT; college teaching experience at the graduate level; and

Associate Dean, School of Nursing/Director of Graduate Program in Nursing. A 12-month position

Qualifications: Master's in nursing and earned doctorate; clinical specialization in psychlatric, gerontologic, or adult nursing preferred. Teaching experience in graduate education required.

Nursing-Adult, Psych/Mental Health, or Gerontologic Clinical Specialist. A 9-month position.

Chair for the Department of Sociology and Social Work and Director of Social Work Program.

Direct the CSWE-accredited undergraduate social work program; provide leadership and administrative supervision of the undergraduate Department of Sociology and Social Work. Teach in the undergraduate Department of Sociology and Social Work. W. degree; doctorate in social work, social welfare, or closely related field; and at least two years of post-M.S.W. practice

experience. Undergraduate teaching experience in an accredited social work program also highly

Application procedure: Applicants should submit a letter of inquiry, briefly addressing the qualifications listed above, a resume, transcripts (copies acceptable), and the name/phone numbers

of references to: Dr. Al Anglin, Provost, Azusa Pacific University, 901 F. Alosta Ave., P.O. Box APU,

Azusa. CA 91702-7000. Nominations may be made via letter, stating how the nominee meets the

Application deadline: Screening of applications will begin on February 17, 1992, and will continue

Azusa Pacific University is a Christian, coeducational, liberal arts university with 1,750 undergraduate students and 1,500 graduate students. It is accredited by the Western Association of Schools and

soutents and 1,500 graduate students. It is accredited by the Western Association of Schools and Colleges. The School of Nursing is accredited by the National League of Nursing for its undergraduate and graduate programs. APU offers educational opportunities for baccalaureate and master's degrees. As an evangelical Christian institution, APU affirms the supremacy of Christ in all areas of life and expects its employees to model Christian values in their professional and nonprofessional activities.

Azusu Pacific University does not discriminate on the basis of sex, race, age, disability, national or ethnic origin, or status as a voteran in its programs, policies, or procedures. Minorities and women are

Azusa Pacific

ence, and/or higher education teaching experience.

position is subject to approval of funding.)

qualifications listed above.

until the positions are filled.

licensable in California as an MFCC or psychologist

Qualifications: Master's in nursing required; earned doctonite prefere

University



FACULTY POSITIONS AVAILABLE

Southwest State is the undergraduate liberal arts/technical university of the State University System. Currently with 3000 students, it has increased enrollment by 40% in the lost decade. Localed in Mershall, the university is proud of its modern facilities which incorporate distinctive, nearly berrier free architectural design. Marshall (12,000) is the hub of a rich farming area and offers a veriety of cultural, recreational and educational apportunities with the advantages of small-city living.

ENGLISH—Tonure Track position to teach fiction writing and Freshman English. Appropriate Master's degree with specialty in fiction writing is required. Candidates are expected to have significant publications and college teaching experience.

HISTORY—Tonure Track position to teach Modern US History, Minnesota History and specialty courses. Ph.D. in Modern U.S. History (ABD considered) with specialty in social, cultural history and inferest in regional history is required.

interest in regional history is required.

HEAD COACH WOMEN'S BASKETBALL/LEARNING RESOURCES
ACADEMIC SUCCESS PROGRAM COORDINATOR—Coordinate
all phases of women's basketball program. Program currently affillated with NAIA. Will also coordinate Learning Resources Success
Program and teach Loarning Resources special courses. Master's
degree with experience in collegiate coaching; academic advising,
academic assistance or teaching required. Application review to
begin March 15, 1992. Applications should include four letters of
reference in addition to information listed below.

LIBRARIAN/CATALOGER.—Tenurs, Track, Responsible for catalogies.

LIBRARIAN/CATALOGER—Tenure Track. Responsible for cataloging operation of the University Library, meintaining OCLC records, sorving as systems librarien for PALS network in Minnesote, and providing some reference services. Mester's degree in Library Sciences is required with experience in MARC record format, LC authority records, OCLC formats, and AACR2 required.

IJBRARIAN/REFERENCE—Tonure track faculty position to provide reference service, bibliographic instruction, collection development and other duties as assigned. Mester's in Library Science with knowledge of sutomated library systems is required.

MATHEMATICS.—Fixed term, one year replacement, position to teach all levels of undergraduate mathematics. Master's degree in Mathematics is required, doctorate preferred. Ability to teach beginning computer science is desired. Application review to begin March 22 1002

23, 1992.

THEATRE—Fixed term, one year replacement, position to direct one mainstage production, loach Fundamentals of Speech, beginning and upper level Theatre courses including Theatrical Costumes and Theatre History, oversee costume shop, design and construction for three mainstage productions. Master's degree is required with MFA preferred. Directing and successful teaching experience is required with costume experience preferred. Application review to begin April 1, 1992.

Positional listed to heater Sections to a cost All and the cost me.

Positions listed to begin September 9, 1982. All positions being filled are subject to final budgetory approval.

Letter of application, unofficial transcripts, résumé and names, addresses and phone numbers of three references (who may be telephoned) should be sent to the address below. Applications will be reviewed as received or in accord with timelines indicated and will continue until positions are filled.

Complete position descriptions, professional application form, time-lines, salary and benefits information available from:

Becky Wylfels, Director Personnel Services Southwest State University Marshall, MN 56258

Southwest State University is an equal opportunity educator and em-player and encourages applications from women and persons of color.



UNIVERSITY OF MAINE at Fort Kent

Academic Excellence in Northern Maine

The University of Maine at Fort Kent Invites applications for the nursing faculty positions of Community Health Nursing, Peri-Natal/Pediatric Nursing, and Psychiatric/Mental Health Nursing, and Chair of the Nursing Division in combination with one of the above positions. RESPONSIBILITIES: Professional duties include 12 credit hour semester load teaching in integrated curriculum of NLN-accredited BSN program, clinical supervising, and participation on appropriate campus and University System Committees.

QUALIFICATIONS: Master's in Nursing required; clinical and bacca-leureate teaching experience desirable.

APPOINTMENT: Salary will be appropriate to preparations and qualifications. This is a nine-month appointment and includes excellent health/accident/life insurance; TIAA-CREF, and Social Security benefits. Duties will begin September 1, 1992.

UNIVERSITY: The University is a small, coeducational, multipurpose institution offering baccalaureate and associate degree programs. Located in rural, rustic Northern Maine, Fort Kent has a population of approximately 5,000, the St. John River Valley a population of approximately 35,000. The economy is dependent primarity on agriculture and wood product industries. The population is largely of French-Acadien and French-Canadian descent, and French is commonly apoken. Transportation to other areas of New England and Canada is available daily via air and bus lines and rallway.

APPLICATIONS: Applicants should submit curriculum vitas, tran-

Search Committee
Faculty Positions in Nursing
University of Maine at Fort Kent
25 Pleasant Street
Fort Kent, ME 04743-1292
(207) 834-3162

UMFK IS AN AA/EEO EMPLOYER.

Ernst & Young Professorship **SAINT LOUIS UNIVERSITY**

The Dapartment of Accounting at SAINT LOUIS UNIVERSITY invites nominations and applications for an ERNST & YOUNG PROFESSOR-SHIP. Qualifications include an earned doctorate in accounting, a significant record of scholarly publication, and a strong continuing commitment to excellence in research and teaching in financial accounting, management secounting, suditing or accounting information systems. Teaching responsibilities will depend on the candidate's background and interests but will require active participation in the Ph.O. program. Salary and fringe benefits are very competitive.

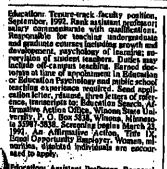
Salary and fringe benefits are very competitive.

Saint Louis University, founded in 1818 as the first university west of the Mississippi River, is a private Jesuit institution located in the heart of the St. Louis metropolitan eres. The School of Business and Administration is fully sporadited by the AACSB and has competitive admission standards. The Department of Accounting is one of five academic units in the School and provides programs leading to the Doctor of Philosophy, Master of Professional Accounting, and Bachelor of Science degrees. Send correspondence to Professor John N. Kissinger, Department of Accounting, School of Business and Administration, Seint Louis University, 3674 Lindail Bouleverd, St. Louis, Missouri 63108, Applications will be accepted until April 1, 1982, Saint Louis University is an equal opportunity, affirmative action employer. Minorities and women are encouraged to apply.

History

Bridgewater State College seeks to fill a full-time, tenure-track Assistant Professor (Beginning Level) position in East Asian History beginning in September of 1992. Teaching will involve courses relating to China and Japan, as well as introductory surveys of Western Civilization or American History. Ph.D. rejuired by September 1992. China and/or Japan specialist, or emphasis on East Asian History fields preferred. Two years of experience required. Bridgewater State College is a Liberal Arts institution with a strong emphasis on teacher training. Salary is dependent upon qualifications and experience. Sub-mit letter of intest, curriculum vites/resume and the names, addresses and telephone numbers of three professional references by March 23, 1992 to Dr. Gerald Doiron, o/o Office of Human Resources, Bridgewater State College, Bridgewaler, MA 02326.





choes, teaching seneral methods and foundation courses, and teaching special methods of mathematics and science. Freferred candidates will have committed the doctorate in curriculons and instruction or in secondary education, have completed five years of successful seaching of mathematics and ageince in secondary actoods, and nave truining in supervision. Hanover Colleges as competitive, independent, Prebysterian liberal arts college. AASGE. Send totter of application, via, undergradunte and graduet trunspectors, and at least three letters of recommendation to Christine Wilcox. Secretary to the Education Search Committee, Hanover College, Hanover, Jadiana 4743.

15Q

NURSING FACULTY



Muncie, Indiana

Paculty positions available 1992-93 for associate, baccalaureate, and master's programs in nursing. Positions require master's degree with major in appropriate nursing clinical specialty: medical/surgical, critical care, maternal child health, and community health nursing. Earned doctorate in nursing or related field required for graduate program and to earn tenure. Biffective communication skills, demonstrated teaching ability, and nursing service experience, and evidence of other acholarly contributions preferred. Review of applications will begin immediately and continue until positions are filled. Send résumé, names of 3 references and official transcripts of last earned degree to:

Dr. Phyllis Irvine, Director School of Nursing Ball State University Muncle, IN 47306-0265

Ball State University is an Equal Opportunity, Affirmative Action Employer and is strongly and actively committed to diversity within its community.

the Graduate Education Program which consists of various tracks, including filementary Education, Secondary Education and Physical Education. The Profitor: The Coordinator of Graduate Education Programs will report directly to the Dean of the College of Arts and Sciences. The John responsibilities will include: active recruitment of Graduate Education students: processing all admissions applications: prophiories student recruits as they apply to probation, disqualification and graduation requirements; propents statistical data for outside agencies; managing student information database. The Qualifications relations attabase: The Qualifications relations.

ion candidates and to teach graduate too candidates and to teach graduate courses including, but not limited to. School Supervition, School Finance, Research Methods and undergraduate Courses in Observation and Activities and School and Society. Will supervise student learners and administrative practica, and must be involved in the regional and state administration associations. Summer session teaching and occasional articles and a regional graduate center may be assigned. Qualifications: An earned doctorate (ABD or program in progress) in Educational Administration/Educational Leadership required; expartence in the principaliship or superintendency desired. May have potential for scholarly activity. Apply to Dr. Maz Ruid, Chair, Educational Administration, Northwest Missouri State University, Marvelle, Missouri 64468. Provide a letter of application addressing the position, a current response, three current letters of reference pertinent to this position, and respectives (copy acceptable). Deadlen, and enters of reference pertinent to this position, and respectives (copy acceptable). Deadlen date: March 16, 1921 or until filled. A NIEOE. Northwest estecurages women and missorities to apply.

Educational Foundations: Assistant Professor. Full-time, leaver-just. Fall 1991. Primary responsibilities include teaching or degranduate and graduate analysis in de



1992/93 FACULTY VACANCIES

CHEMISTRY/GEOLOGY

Teaches courses in general, preparatory and organic then istry as primury responsibilities; toaches Californis, physical and historical geology as additional responsibilities ART, TWO-DIMENSION

Touches courses in painting, printmaking, silkscreen and color theory; shares responsibilities in teaching at history, drawing and dealan. ENGLISH AS A SECOND LANGUAGE

Teaches linglish as a Second Language course ranging from heginning to advanced. BASIC SKILLS (ENGLISH)

Teaches courses in writing and/or reading and study skills which are preparatory to required college level courseof LEARNING ASSISTANCE CENTER

Directs all center activities, including training a scheduling tutors; hiring, training, scheduling and supervising assistants; assisting with maintenance and development of computer assisted instruction; managing assess

Director(.50)/ CHILD DEVELOPMENT CENTER ructor(.50) EARLY CHILDHOOD EDUCATION

Supervises start-up and on-going operations of a new Child Development Center, and teaches Early Childhood Educa-

All positions are full-time, tenure track and generally are 10 months pu year. All are open until filled; however, to ensure consideration, complet application packets should be received by _5:00 p.m., March 27, 1992 irements normally include a Master's or equivalent in the area, or s valid California seaching credential. Fintry level compensation is \$33,40 to \$40,967, based on academic preparation and experience. Please refer to the job announcements for complete descriptions and requirements. A District application form is required. For applications and information, please contact:

> Personnel Services Lake Tabos Community College District One College Drive, P.O. Box 14445 So. Lake Tahoe, CA 96151 PHONR: (916)541-4660, ext. 221 L'AX: (916)541-7852 EEO/AA EMPLOYER

Minorities and Women Are Encouraged To Apply.

Assistant or Associate **Professor of Health Education** Tenure-Track

School of Education University of Alabama at Birmingham

Qualifications: Lattice doctorate in health education required with expense in community and school health. Interest in working with undergradule, master's and doctoral level students. Demonstrated abolities in texting scholarly actively and service. Willingness to text in a variety of course in health education and wisk with intendisciplinary activities textolarly and service) within the HEPE Department and across campus. Direct question regarding the health education position to Dr. David Macrina, (205) 934-2446.

Beginning Date: September 1, 1992 Send letter of applic aton, comprehensive resume, name, address and phone number of three references; copy of transcripts of all graduate work to:

Dr. J. Kenneth Orso Affirmative Action Officer School of Education The University of Alabama at Birmingham UAB Station Birmingham, At 35294-1230

Deadline for receiving application and resume. Until position is filled. The University of Alabama at Birmingham is a a comprehensive urban institution in Alabama's major city. With a student corollment exceeding 15,000 and faculty and staff numbering more than 12,500, UAB has become a nationally and internationally respected center for educational, research, and service programs.

An Affirmative Action, Equal Opportunity Employer

Educational Leadership: Associate or Pro-fessor lovel, fasure-track, available Fall 1932. Doctoral degree in Educational Lead-ership or closely related field required. Leadership/program coordination, teach-

ince March 27, 1992. Send vius, letter of interest, and at least three letters of recommendation to Search Committee. Educational Leadership Position. Fairbanks Faculty/Department of Education, College of Rurat Alaska, 7th Floor Grueding Building. University of Alaska Fairbanks, Fairbanks, Alaska 9973-6600. Call (907)474-7341 for full job description. AA/EO agrildose.

Education/Professional: Professional Education, Agaiston: Professor, teamre arack, August, 1992. Doctorate in Education preferred. Generalist in education preferred. Generalist in education with midmum of two years' elementary or secondary school teaching experience. Ability to teach Child and Adolescent Psychology, foundstions, graduate and nedergraduate education elasses, supervise student (aachers. Higher education experience, potential for scholarship, and ability to work with

the historic Shenandoah Valley near the beautiful Blue Ridge mountains. The College serves a growing copulation of about 200,000 which includes three counties and the progressive cities of Waynesboro, Staunt nd Harrisonburg. The carea is also home to several tour-year institutions including James Madison University; the University of Virginia is about 45 miles away in Charlottesville. The College's geographic location offers the advantages of a small fown lifestyle with easy access to the cultural and secreational facilities of major opolitan centers such as Washington, D.C. and Alchmord, Virginia.

Bue Ridge Community College, one of 23 colleges in the Virginia Community College System, is nested

MATHEMATICS INSTRUCTOR

Responsibilities include teaching classes in college mathematics courses included in associate degree ograms. The normal teaching load is fitteen semester hours in day and evening classes as needed. Matter's egree with a minimum of 18 graduate semester hours in mathematics required. Teaching experience desired h community college feaching experience preferred.

This is a nine-month faculty appointment, effective August 16, 1992. Salary depends upon academic fications and professional experience. Range for initial appointment for instructor in 1991-92 was \$23,559-

LIBRARIAN

Cataloging/Public Services. The position combines supervision of cataloging print and nonrint materials; public services; and bibliographic Instruction. The librarian will supervise a continuing project to develop an on-line integrated catalog using Micro-VTLS. LC/MARC cataloging knowledge or experience, microcomputer experience, and reference knowledge pre required. Audio-visual knowledge or experience desired. ALA accredited MLS required.

This is a twelve-month professional faculty appointment, effective July 1, 1992. Salary lepends upon academic qualifications and professional experience. Range for initial appointment In 1991–92 was \$30,850-\$37,020.

DIVISION CHAIRMAN

Administers day-to-day instructional programs for engineering-related technologies, health, mathematics, unling, and sciences, recruits, setects, supervises, and evaluates full-time and part-time faculty, develops and mplements class schedules; prepaies and directs analyses of allocation of resources; and performs other reicted ties or special assignments as directed by the Dean of Instruction and Student Services. Minimum quotificatio nclude a master's degree with 18 graduate semester hours in a discipline appropriate to the division, full-time acting experience in a community college, and demonstrated effectiveness in academic administration reference will be given to applicants with strong interpersonal, communication, and supervisory skills; know edge of curricuta, instructional techniques, evaluation and assessment.

This is a twelve-month administrative appointment, effective July 1, 1992. Rank and solary depend upor idemic qualifications and applicable professional experience. Range for initial appointment in 1991–92 was

NURSING INSTRUCTOR/ASSISTANT PROFESSOR

Responsibilities include teaching classes and clinical laboratories in fundamentals of nursing for associate degree nursing program. The normal teaching lood is fifteen semester hours in day and evening classes as needed. BachelorofScience in Nursing (BSN) and two years occupational experience required for appointment at the instructor level. Master of Science (MSN) with 18 graduate semester hours in numing and two years cupational experience required for appointment as Assistant Professor. Experience in teaching fundamentals classroom and clinical setting preferred. Medical-surgical and obstetrical clinical experience desired.

This is a twelve-month faculty appointment, effective July 1, 1992. Solary depends upon academ qualifications and professional experience. Range for initial appointment for instructor in 1991–92 was \$32.413– \$37.695; range for initial appointment for assistant professor in 1991–92 was \$36.124–843.192.

To apply for any of these positions, submit a Commonwealth of Virginia Application for Employment form equest by calling 703-234-9261 (TDD/Voice). Brt. 213), resume, and unofficial copies of graduate and dergraduate transcripts to the Personnel Office, Blue Ridge Community College, P. O. Box 80, Wayers Cave, A 24486 by 5:00 p.m., April 1, 1992. All application materials must be received by the decatine in order to be

Blue Ridge Community College is an EEO/AA Employer.

BLUE RIDGE COMMUNITY COLLEGE

SEARCH RESUMED THE UNIVERSITY OF PENNSYLVANIA

Graduate School of Education NEW FACULTY POSITION, URBAN MINORITY/ COMMUNITY EDUCATION

THE GRADUATE SCHOOL OF EDUCATION of The University of THE GRADUATE SCHOOL OF EDUCATION of The University of Pennsylvania Intends to make a tenure-track appointment, rank open. We seek a candidate who has demonstrated commitment to research on minority and urban/community issues in education and who presents substantial evidence of potential for excellence in research and toching. Candidates should submit a letter explaining their interest and commiment, a vita, a complete set of publications and preprints, and at least three letters of recommendation. All materials must be received by March 15, 1992, and may be accepted beyond this date, within reason. Materials should be sent to: Professor Robert Borach, Chair, Search Committee, Paychology in Education Division, Graduate School of Education, The University of Pennsylvania, 3700 Walnut Street, Philadelphia, PA 19104-6216. The University of Pennsylvania is an Equal Opportunity, Affirmative Action Employer.

professional education sequence and may also include aupervising field experiences. Courses include The History, Philosophy, and Social Poundations of Education and The Problems of Secondary Education and The Problems of Secondary Education. Earned doctorate in education preferred. ABD considered, Secondary teaching expensions required, Preference sives to candidate with evidence of scholarly activity or working experience in one or more of the followins: multi-cultural education, exceptionalities, and science or main. Pull consideration sives to applications received by March 26, 1992. Send tester of application, resume, copies of transcripts, and at least three current letters of recommendation to: Dr. Don Rudy, Search Chair, Department of Educational Foundations/Chief. 1926. P. O. Box 1002, Milleraville University, Milleraville, Pennsylvania 17551-002. AA/EOE. ing, research and service in area of cross-cultural educational leadership graduate program. Salary and rank commensurate with qualifications and experience, Dead-line March 27, 1992. Send vita, letter of interests, and at least three letters of recomInstructor, Assistant Professor, or Associate Professor MINOT STATE UNIVERSITY

QUALIFICATIONS: Should possess a graduate degree in criminal justice, criminology, or olosaly related field and a demonstrated commitment to criminal justice. DUTIES: Undergraduate and/or graduate teaching and advising, community service and contacts with oriminal justice agencies relevant to teaching and research, and possible administration of an outresch program. Applied research and commitment to the development of a new scademic and applied behavioral science criminal justice program will be involved. INQUISIES: Submit ister of application, vita, and complete information for contact with seter of application, vita, and complete information for contact with seter of application, vita, and complete information for contact with setero, P. O. Box 103, Minot State University, Minot, North Dekota 58702, ECEE.

CENTRAL OREGON COMMUNITY COLLEGE INSTRUCTOR OF PHYSICS

The College is seeking an exceptional classroom teacher to teach calculus-based and algebra-based physics, QUALIFICATIONS: Master's in Physics is required; Ph.D. or ABD in Physics or closely related field preferred. Other qualifications or experience equivalent to those required will be considered. SALARY: \$27,800-\$34,100 (9-month, probationary, faculty appointment). Position will begin September, 1992. DEADLINE March 30, 1992. For required application and further information, contact The Human Resources Office, CENTRAL OREGON COMMUNITY COLLEGE, 2600 man Resources Office, CENTRAL ORECON COMMUNITY N.W. College Way, Bend, OR 97701; (503) 385-5513. EEO/AA.

area actionis desirable. Salary commensurate with preparation and experience. Send letter of application, carrier wite, transcripts, and three letters of reference with addresses/helephone numbers to: Prologisional Education Search, clo Vice President for Academic Affairs. Wayne State

The Benjamin Franklin Goodrich Endowed Professorship in.

Polymer Engineering

The BFGoodrich Company has established The Benjamin Franklin Goodrich Endowed Professorahip in Polymer Engineering at The University of Akron. A scholar of exceptional accomplishment in teaching and research is being sought to fill the post of The Benjamin Franklin Goodrich Professorahip of Polymer Engineering in the Department of Polymer Engineering. Candidates should have schieved international recognition through publications and lectures and should be capable of interacting well with a broad range of colleagues in ecademic and industrial laboratories. The Incumbent will be expected to develop an active research program as a graduate research supervisor and to participate fully in classroom and laboratory instruction. The College of Polymer Science and Polymer Engineering in The University of Akron has few aquals. The College Department and Polymer Engineering Cepartment. The combined faculty, support staff, and graduate students has few aquals. The College Department of Polymer Engineering has laboratory facilities which occupy approximately 45,000 squere feet and include an equipment investment of \$3,500,000. The Institute focuses on the processing and engineering performance of polymers. The cutoff date for applications is April 15, 1892. This is an extension of outoff. Qualified candidates should submit a latter of epplication and a recent vita to Professor Arkedy Leonov, Head of Search Committee, Department of Polymer Engineering. The University of Akron, Akron, Ohio 44325-0301. The University of Akron is a Equal Education and Employment institution.

and graduate courses in foundations of edu-cation and research methods; work with graduate students in conducting research in cross-cultural contexts. Decional degree in either a social science or in education with social science and/or foundations emphasis and a comprehensive understanding of K-12 schooling is required. Salary and rank commensurate with qualifications and ex-perience. Deadline March 27, 1992. Seed vita, leiter of interest, and at least three letters of recommendation to Foundationa Search Committee, Fairbanks Faculty/De-pertment of Education, Collage of Rural Alasks, 7th Floor Gruening Building, Uni-versity of Alasks Fairbanks, Fairbanks, Alaska 99713-0600. Call 1907/84-T341 for full job description. AA/KO employer.

Electrical Engineering: Engineering facul-ty—Digital Systems. The Colorado School of blaces Department of Engineering is ac-cerding applications for a tenure track post-

tion in the Electrical Randmerring Division. Candidates with an carned doctorate in electrical engineering and experience in distilal systems applied to control and instrumentation will be given preference. Applicants should have a commitment to exceisone in teaching at the undergraduage is well as graduate level. Freference will be given to candidates with demonstrated scholarly accomplishments and history of funder research. The Colorado School of Mines has strong thest to the materials and minerals industries, interdisciplinary work is encouraged. Application Dondine: April 30, 1992 or until such time as a successful candidate has been selected. Résumés, supporting materials, and the sames and addresses of turre professional references should be directed to: Colorado School of Mines, Electrical Engineering Faculty Scarch Committee Chairman, Erowa Hall, Dolsien, Colorado Stato.



TEXAS A&M UNIVERSITY COLLEGE OF EDUCATION

The Department of Educational Curriculum and Instruction invites applications for fuur full-time, 12-month, tenure track positions beginning September 1, 1992. Individuals selected for these positions will be expected to conduct a strong research program, supervise graduate student research, prepare grant proposals, and teach undergraduate and graduate classes. Minority and female educators are especially encouraged to apply. 1. Social Foundations/Multicultural Education

Assistant professor with a strong commitment to social foundations/multicul-tural education witnessed by a record of and a potential for research in this area. It is expected that candidates will possess a doctorate with specific training in historical, philosophical, sociological, anthropological, or policy analysis approaches to the study of multicultural education. Public school teaching experience is preferred. 2. Curriculum Theory

Associate or full professor with a demonstrated ability to produce nationally recognized work that exhibits cultural, gender, and ecological sensitivity. A background in philosophy or critical sociology/social theory is desirable. A doctorate in either educational foundations or curriculum theory is required.

3. Mathematics Educational Society and Control of the Control of the

3. Mathematics Education: Elementary and Middle School 3. Mathematics Education: Elementary and Middle School Assistant professor in develop cooperative mathematics teacher education programs with public school personnel and engage in collaborative, interdis-ciplinary work as a member of the Center for Mathematics and Science Education. A floctorate in mathematics education is required. Special re-search interests might include mathematics assessment and evaluation, diag-nosis and remediation, curriculum development, international programs, or interdisciplinary programs with science and technology. A minimum of three years of K-12 teaching experience is required.
4. Biffigual Education Specialist

4. Bifingual Education Specialist
Assistant professor with additional expertise in multicultural education and
content area instruction in bifingual classroom settings. A doctorate in Bifingual/ESL education is required, as is proficiency in Spanish and English. The
successful candidate wiff have the ability to work closely with public school
personnel to develop cooperative teacher education programs and engage in
collaborative research with other faculty the department's Language. Literacy and Culture Research Unit. A minimum of three years of K-12 teaching
experience is required.

The Department of Educational Curriculum and Instruction is one of five departments in the College of Education and employs 35 tenured or tenure track faculty. Present enrollment in the Department includes approximately 350 graduate students enrolled in the M.S., M.Ed., and Ph.D. programs. The department also enrolls a large number of undergraduate students in a university with a total enrollment of 41,000.

The Department of Attactional Curriculum and Instruction and the College of Education have adopted a goal of becoming one of the nation's leading centers for educational research. Collaborative work within and across departments and between the departments and public schools is promoted in the study of teacher proparation. Scholars will find a supportive and stimulating environment in which to wurk.

Review of applications will begin on February 20, 1992 and will continue until the positions are filled. Send 1) a letter of application; 2) a vita; 3) the names, addresses and phone numbers of five references; and 4) reprints of publications to:

Dr. James B. Kracht, Head
Department of Educational Curriculum and Instruction
Texas A&M University
College Station, TX 77843-4232
409-845-8364

Texas A&M is an Equal Opportunity, Affirmative Action Employer, actively seeking minority and women candidates.

MOREHEAD STATE UNIVERSITY CHAIR, DEPT. OF ELEM., READING AND SPECIAL EDUCATION

READING AND SPECIAL EDUCATION

Applications and nominations are invited for a twelve-month tenure-track position as Dept. Chair beginning mid-August, 1992.

MSU is an NCATE accredited comprehensive regional university. The department has 25 faculty positions. Responsibilities:
Serves as chair which provides undergraduate and graduate degree and/or certification programs in Early Childhood, Elementary, Middle Grades, Reading, and Special Education; provides effective leadership in scheduling, curriculum development, strategic planning, budget preparation, faculty evaluation and professional development, research, program review and accreditation; and assumes proactive role in implementing education reform under the Kentucky Education Reform Act. Qualifications: Doctoral degree in one of the department's disciplines; distinguished record of teaching, scholarship and service; previous experience in higher education. Submit lotter of interest, vita, and three letters of recommendation no later than March 20, 1992 to: Office of Personnel Services, Attns Chair, ERSE, Morehead State University, HM 101, Morehead, KY 40351.

MSU is an AAVEO employer

Elementary Education: Assistant professor, tenure-track position. Teach courses at the undergraduate and anduste levels; surger conducting and validating research and co

ienture-track position. Teach courses at the undergratulate and graduate levels: supervise pre-student teaching experiences; research/publication productivity: professional, University, and community services advise attudents, Qualifications: earned deciprate in elementary clucation or equivalent and three years of successful elementary teaching appearance, Commetitive solary and benefits. Position begins August, 1992, Send vita, statement describing bow applicant meets the qualifications, official transcripts, and three recent totters of recommendation by March 10, 1992 to Dr. Nancy Cottlern, Chair, Scarch and Screen Committee, School of Education, Neif Hall, Room 2408, Indiana University-Purdue University at Fort Wayne, Indiana 46805-1499, 19PW is an Affirmative Action, Equal Opportunity Employer.

Elementary Education Teacher. The Edith Bowen Lub School has an opening for a fourth grade classroom teacher, Responsibilities include: chassroom instruction; team teaching supervision of undergradual development of educational programs,

The University of Wyoming

Announcing a Position in **Mathematics Education** in The College of Education and The Department of Mathematics of the College of Arts and Sciences of the University of Wyoming

The only four-year university in Wyoming, the University of Wyoming has an enrollment of approximately 10,000 students. If you are interested in joining a faculty which is designing innovative teacher education programs including elements of teaming and interdisciplinary approaches and feel you qualify for the position listed below, your application is invited.

Candidates should have a doctorate in mathematics or mathematics educa-tion and have demonstrated ability to interact in both the Mathematics Department and the College of Education.

The position will entail the development and teaching of methods courses in marhematics education for both elementary and secondary education majors. In addition, the successful applicant will be expected to conduct graduate level seminars in markematics education and to work with the Mathematics Department in developing and teaching mathematics courses.

The position also involves some undergraduate advising as well as directing Master's and Ph.D. students. Participation in outreach will also be expected. Salary and rank are commensurate with experience and qualifications. A personal microcomputer, graduate assistance and an adequate travel budget will be provided. In addition, a reduced teaching load to accommodate funding and research activities will be made available.

Screening will begin March 10, 1992, and continue until the post is filled. Send resume and three to five letters of reference directly to:

A. Duane Porter
Mathematics Education Search Committee
Mathematics Department
P. O. Box 3036, University Station
Laramie, Wyoming 82071



Physical Therapist Assistant Program Instructor HENRY FORD COMMUNITY COLLEGE

Starting salary up to \$41,964 for 10 months with annual increments to a maximum of \$57,309 (with possibility of additional compensated assignments) with a master's degree, based on 1991-92 salary schedule, plus liberal

Regularements: Minimum of bachelor's degree in physical therapy from an accredited program. Master's degree preferred. Prior teaching, curriculum development and educational leadership experience preferred. Two years of physical therapy practice. Willingness to work in a smoke-free environment. Employment Date: August 24, 1992.

Interested persons should send a cover letter, detailed resumé, and copies of academic transcripts (official transcripts are required before appointment). Application materials must be received by noon on March 20, 1992. Send

Dr. Bette Reynolds, Director Alited Health Division HENRY FORD COMMUNITY COLLEGE 5101 Evergrean Dearborn, MI 48128-1495

CANISIUS COLLEGE SECONDARY EDUCATION

Assistant Professor, tenure track position, Fall 1902. Qualifications: doctorate preferred, minimum 3 years' secondary school teaching experience. In-depth knowledge of current developments in teacher education. Experience in special and/or multicultural

المتعالي المتعالية المتعال

Teaching responsibilities will include primarily undergraduate instruction in such areas as multicultural education, mainstreaming, computers in education, teaching methods (general and subject-area),

Salary commensurate with experience. Applicants should include a latter of application, vim, and list of three references. Application processing will begin March 15 and continue until filled.

Dr. Donald J. Murphy, Department Chair Tel: (716) 888-2390 Fax: (716) 888-2525

EOE

Elementary Educations Kutstown University Invites applications for a full-time teature-track position supervising student leachers beginning Fall 1992 semester. Responsibilities include supervision and evaluation of audent teachers, conducting practiculing sausona, interviewing and placement of students in field after, and sequingular advisorment. Qualifications/Requirements include a minimum of five years' current jacching superience at the early childhood/elementary Education; strong interpretation and systipalion of lastruction. Preferred qualifications include heading and/or supervising experience in supervision and systipalion of lastruction. Preferred qualifications include heading and/or supervising experiences at the college level and Barly, Childhood certification. Salary

room-40 students-all subject areas, 40 hours a week [8 s.m. to 9 r.m. 51,600 s nicosh. Requirements; Weekly forson pines, current information and records on invei and progress of each sudent, steepd monthly faculty meeting and parentheacher conferences, teach Catholic doctrine daily, provide stimosphere of lesindas that fosters self-acceptance confidence, pride, respect, and development to one's fullest potential. Bachelor of Elementary Education degree readled, dust have proof of legal anthority to work perpanently in the United States, Send risting to Illinois Department of Employment Security, 401 nots 60603, Artention; D. Ruie, Raference & V-IL-J766-R. No calls.

Employer. Women and minorities are encouraged to apply.

Elementary Educations for a full-time tending track position, teaching nearly-age demonstration school beginning with the clude coordinating such to be beginning with the clude coordinating an ensurance of the instructional property of the instructional property of the clude coordinating and parents, appervising teaching demonstration classes, und general early education with consentration of field-based component and supervising the large of the consentration in the consentration in the consentration in Early Childhood Education of Education with consentration in Early Childhood is minimum of five years current classroom experience in the training and preprintary levels, public and experience at the early childhood Education of the consentration in the consentration of instruction, administration, parent involvement, and demonstration of instruction in the consentration of instruction, administration, parent involvement, and demonstration of instruction in the consentration of instruction and evaluation of instruction, administration, parent involvement, and demonstration included teaching instruction and evaluation of instruction, administration, parent involvement, and demonstration included teaching instruction and evaluation of instruction, administration, parent involvement, and demonstration and evaluation of instruction and evaluation of instruction and evaluation of instruction.

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Penner, Kultziown University, Kultziown, Kultziown University, Kultziown University, Kultziown University, Kultziown University, Kultziown University, Kultziown University in the Pennsylvania State System of Higher Education. Kultziown University is an Equal Orportunity. Affirmative Action Employer. Women and minorities are encouraged to apply.

Elemantary Education Kultziown Malacani Employer. Women and minorities are encouraged to apply.

CHAIR

Department of Education SOUTHERN CONNECTICUT STATE UNIVERSITY

Applications and maginations are invited for the position of Chairperson of the Department of Education at the rank of Associate Professor. Southern Connecticut State University, the largest teacher proparation institution in the state of Connecticut, offers both undergraduate and graduate coeffication, as well as graduate degrees at the moster's and with your level. The University is situated in New Haven, a simulating urban and cultural conter of Long Island sound. Expectations for the Position

Expectations for the Position

The Chair is expected to exorcise collaborative leadership and work
with faculty as they implement newly revised to a hor orification programs on both the undergraduate and graduate levels; exhibit strong
interpersonal skills with the ability to develop a community among a
diversa faculty, staff, and student bady; promote an almosphere in
which faculty are encouraged to achieve their highest potential; communicate clearly with faculty, administration, staff, students, and the
Conditional community. Qualifications

Qualifications
Candidates must hold an earned ductorate in education; show documentation of publication and research proficiency, possess administrative ability; have teaching predictency in at least one area of the elementary education program; and show evidence of broad knowledge of curriculum and instruction at the elementary school level and in the field of teacher education.

The salary is negatiable at the rank of Associate Professor and subject to availability of funds in position. The anticipated starting data is fall somester 1992. This is a full-time, tenure track position. Application Procedure

Sond letter of application; full curriculum vitue, with official transcripts of all academic work; and three letters of recommendation by March 2,

Dr. Carol Shea Chairperson of Personnol Committee Department of Education Dayls Hall Southern Counce that State University 501 Cress ent Street Now Haven, CF 06515 AA/EOE



INDIANA UNIVERSITY - BLOOMINGTON Assistant Professor

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Multimedia Design and Production

Indiana University is seeking an assistant professor of fushuctional Systems Technology with specialization in design and production of computer-based multimedia instruction. This is a tenure-track position to begin in August 1992, pending funding. Salary is competitive and commensurate with qualifications.

Duties. To teach graduate and undergraduate courses and to conduct and guide research in the area of specialization. Emphasis is placed on the integration of instructional design and creative production techniques to design and produce multimedia instructional products. Supporting areas could include one or more of the following: video production, audio production, graphic design, hypernedia design, and instructional message design. The candidate should have the potential for a ure in a major research university.

The approach and the contraction of special contractions are search and or continued to the program and the for attaining tensions.

The successful candidate will have the opportunity to exercise leader-hip in media/technology activities in a program housed in new state-of-he-art leaching and production facilities opening in late 1992.

Qualifications. Earned doctorate or equivalent in instructional medial echnology or a related field. Must have demonstrated ability in teaching and in multimedia design. Professional experience in video production is desirable.

Deadlines. Search will continue until a successful candidate is identified. However, to ensure full consideration, submit a letter of application and vitae by March 15, 1992 and completed dossier including three letters of recommendation by March 31, 1992. Contact Professor Michael Molenda, School of Education, Indiana University, Bloomington, IN 47405.

Indiana University is an Affirmative Action, Equal Opportunity Employer. Minorities and Women are encouraged to apply

BULLETIN BOARD: Positions available

New Mexico State University at Alamogordo

FACULTY POSITIONS

individuals applying for these positions must have a commitment to the community college philosophy and a willingness to build and expand academic and vocational programs. Will be required to teach week ands or evenings or off-campus when assigned COLLEGE INSTRUCTOR IN MATHEMATICS AND ENGINEERING 3/5 position. Required Master's Degree in Mathematics or Engineering. Will provide 18 semester credit hours per academic year.

Engineering Will provide to semester credit nours per academic year.

INSTRUCTOR IN MATHEMATICS AND COMPLITER SCIENCE (TENURE TRACK) Full-time position. Required: Master's Degree in Maihematics or Mathematics Education. Will provide 30 semester credit hours per academic year

INSTRUCTOR OF SOCIOLOGY (TENURE TRACK) Full-time position. Required: Master's Degree in Sociology. Will provide 30 INSTRUCTOR OF NURSING ADN PROGRAM (TENURE TRACK) Full-time position. BSN required, Master's Degree preferred Two years' full-time clinical experience in accredited health care facility required. Background in medical/surgical nursing required instructor without MSN must enroll in MSN program.

COLLEGE INSTRUCTOR To act as Educational Coordinator/Director Medical Laboratory Technology Program. Half-time position Medical Technologist certification (ASCP or equivalent), Master's Degree in Medical Technology or a related area with a Bechelor's Degree in Medical Technology. One year of Medical Laboratory teaching ALL POSITIONS BELOW CONTINGENT ON FUNDING

INSTRUCTOR OF SPANISH AND ENGLISH (TENURE TRACK) Requirements: Master's Degree in Spanish and qualified to teach freshman English. Will be expected to build full-time Spanish Program and teach one or more sections of freshman English until Spanish

Program develops.

COLLEGE INSTRUCTOR IN MATHEMATICS (2) 3/5 positions. Required: Master's Degree in Mathematics, Math Education, or related area. Will provide 18 semester credit hours per ocademic year.

INSTRUCTOR/PROGRAM COORDINATOR EARLY CHILDHOOD EDUCATION (TENURE TRACK) Full-time position Required. Master's Degree in Early Childhood or related field with 24 hours of Early Childhood, 3 years in Childhood Sitting, including 6 months to 1 year as caregiver or backer and 2 years as supervisor or B.A. in Early Childhood and C.D.A. Certificate.

COLLEGE INSTRUCTOR OF ANTHROPOLOGY Half-time position. Required: Master's Degree in Anthropology. Will provide 15 semester credit hours per academic wast.

COLLEGE INSTRUCTOR OF PHILOSOPHY Half-time position. Required: Master's Degree in Philosophy. Will provide 15 semester

credit hours per academic year.

INSTRUCTOR IN BIOLOGY AND BIOLOGY LABORATORIES (TENURE TRACK) Master's Degree in Biology or an acceptable related area. Teaching experience preferred Will provide 24 semester credit hours per scademic year. Faculty positions available August 14, 1992. Complete application consists of 1st gined letter of application, 2) detailed résumé, 3) copies of all college banecripts; and 4) list of appropriate references who may be contacted by the selection committee. Incomplete or late applications will not be considered. Applications must be postmarked by March 31, 1992.

Dr. David Leas NMSU Alamogordo P. O. Box 477 Alamogordo, NM 88310 (505) 437-6860

Offer of employment is contingent upon verification of individual's eligibility for employment in the United States, upon availability of funding and upon receipt of official transcripts. NMSU-A is an EEC/AA Employer. Minorities are encouraged to apply.

oin Us In The Partnership
Come Teach In The Heart of California



Central California provides an outstanding educational environment. Minority instructors are in demand to provide a quality education to the area's exciting blend of students from a wide range of cultural, ethnic, and social backgrounds. We are aggressively recruiting women, minorities and individuals with physical disabilities to join our team at SCCCD. List of positions we have available for Fall '92;

Fresno City College: Mathematics Instructor, Temporary Sociology Instructor Kings River Community College: Temporary Child Development, English, Mathematics Instructors

Filing Deadline: March 16, 1992

To find out how you can become a member of the SCCCD team, contact the Personnel Office at 1525 E. Weldon, Fresno, CA 93704, or call them at (209) 226-0720.

State Center Community College District Fresno, CA 93704 • 209/226-0720

WHEATON COLLEGE (IL) Openings for the 1992-93 Academic Year

Chriatian Education: One-year, non-tenure track appointment at the rank of Assistant Professor. The appointment is at the undergraduate level in an integrative liberal arts program. The applicant should possess strong teaching skills and ministry experience. Pr. D. Is preferred. Teaching responsibilities will be in two of the following areas: youth ministries, human development and ministry thevelopmental psychology applied to ministry, and intercultural education. In addition to teaching, the position includes advising and out-of-classroom student contact. Crinical person: Mrs. Janet Bruce, Secretary of the Search Committee, Department of Christian Education.

Communications: One-year, non-tenure track appointment, two-thirds time with liene-fits. Rank of Instructor or Assistant Professor. M.A. required. Teaching duties: Broarfcast Production and Writing, Media and Society, and Public Speaking. Contact person: Dr. Mark Fackler, Chair, Department of Communications.

Mark Facker, Chair, Department of Communications.

Health Professions Coordinator with Faculty Rank in Biology: Non-tenure track appointment, with annual reappointment. Iwo-thnils load advising in the pre-med, nursing, and allied health fields and coordinating dissemination of information, attilitations with other institutions, and faculty evaluations of students. One-thrul teaching load, preterably in comparative anatomy. Acquaintain e with health fields required; teaching experience preferred. Ph.D. preferred. Rack of Instructor or Assistant Professor. Opportunities for collaborative research. Contact person: Dr. Durothy Chappell, Chair, Search Committee for Health Professors, c/o Department of Biology.

Psychology: One-year, non-tenure track appointment, with possible reappointment for an additional year. Strong teaching skills usught in introductory Statistics and in one of the following areas: introductory Psychology or Lenning, and Cognition. Ph.D. preferred. Rank of Assistant Professor. Contact person: Dr. Stantin Junes, Chair, Department of Psychology.

Wheaton is a Christian liberal arts college in the broad evangelical tradition. Adherence is a Statement of Faith and Responsibilities is expected of all laturity. The College compile with federal guidelines for non-discrimination and welcomes applications from women and minorities.

Candidates should send a letter of interest immediately, with a complete vita, to the contact person listed for each position, c/o Wheaton College, Wheaton, il. 60187. Application forms will be sent to promising applicants.

LEGAL WRITING INSTRUCTOR Vermont

experience, and knowledge of whole language approaches. Applicants should send a leiter of application, current vita, official transcripta, copy of teaching certificate, and lines current leiters of reference to Professor Sandra E. Fisher, Search Committee Co-Chair, Research and Learning Center, Kutztown University, Kutztown Ludernity, Kutztown, Bensylvania 1930. Application deadline with enrollment of 7,600 students, is a state university in the Pennsylvania State System of Higher Education. Kutztown University, in the Pennsylvania State System of Higher Education. Kutztown University is necessary to apply. The state of the candidate. Preferred areas of interest include (but infants and include special processes) and applications; ultrafast leaves, we will be selected to have the potential for estimation of 1930. Application with covernity is an Equal Opportunity, Affirmative Action Employer. Women and minor-ties are encouraged to apply. Englineering: Project Engineer Research design and development of Prototype Equipment for testing fasteners and similar devices utilized by the U.S. Defense Department. The computer-integrated Automation equipment is used to measure and control the guality and strength of those fasteners and Engineering, 124 AMRF. Law School Vermont Law School seeks a full-time legal writing instructor for the 1992-93 academic year. The appointment is for seven months, beginning July 1, 1992 and anding May 31, 1993. The position husbure lasching a first-vegr (spg) writing tion, and a law school transcript to Pro-tessor Joan Vogel, Vermont Law School, P.O. Box 96, South Royalton, VT 05068. Review of applications will begin March 1. EOE.

partision. The computer-integrated Automation equipment is used to measure and control the quality and strength of those fasteners. Minimum of 4 years' experience as Project Engineer or Mechanical Engineering. Alin must have completed course requirements for Master's degree in Engineering. Alin must have completed 2 gradinate level courses in computer graphics and indigital signals processing; must have 2 years' experience in machine tool design or, is lieu of machine tool design experience, will accept 2 graduate level courses in Computer applications (interfacing). B.00 & 20,000 per year. Must have proof of legal and the supportion of the support of the su lab tutoriais, lournaligm, mass communication, and ilterature. Teaching load of four
courses per semester may include a twocourse equivalent in the Writing Lab.
Ph.D. and teaching experience required.
Interviews at CCCC. Send letter and curriculum vitae to Professor Russell J. Meycr, Chair, Department of English, University of Houston-Downtown, One Main
Street, Houston, Texas 77002.
English: Western Michigan University
seeks applications for a one-year term sabbaical leave replacement at the instructor
assistant professor position level in English
for 1992-95 academic year. The position requires at least ABD status in English to
leach fiberary interpretaillou, and other seeoral literature courses. The standard lead is
three 4 credit hour courses for each semesley. Western Michigan University, a Caruegie Chassification Doctoral i Institution,

Troy State University at Dothan

Troy State University at Dothan seeks applications at the assistant professor level for the following areas:

Biology
Computer and Information Science
Early Childhood Education
Finance

Each requires an earned doctorate in specified field. Positions begin September I, 1992. Application deadline is April 1, 1992. Positions will remain open until filled. Submit letter of application, résumé, and names, addresses, and phone numbers of three references to:

Mark McCulstian Personnel Officer Troy Sinto University at Dothan P. O. Box 8568 Dothan, AL 36304

An Affirmative Action, Equal Opportunity Employer.

MUSIC HISTORY/ APPLIED TRUMPET

Doctorata in Music History, Musicology or Trumpet Parformance. Tenure-back. Assistant or Associate Professor. Salary is competitive. Deadline for application March 14, 1992 or until position is filled. Send letter of application, résumé nud three confidential latiters of recommendation to: Wede Hobgood, Department of Music, Winthrop College, Rock Hill, SC 29733.

has embarked upon a vigerous effirmative action program and encourages applications from women and members of minority groups who are qualified for this position. Send letter of application and vira to: Shirley Clay Scott, Chair Emplish Department, Westers Michigan University, Kalamazoo, Michigan 4908-5992. Review of applications will begin March 2, 1992 and continue until position is filled. The final-

kies are encouraged to apply.

English: Instructor, Indian Hills Community College, has an opening for an English: English: Carlow College, a Cutholic fiberal instructor to start August 26, 1922. This person will teach such course as College, seeks strong candidates for position from the communications. Creative Writing.

Speech and Literature. A Master's degree is required. College keef teaching experience is required. College keef teaching experience is preferred. The closing date for application is March 18, 1992. Seed latter of application, résumé and transcripts to: Jin 2012. The closing date for application, résumé and transcripts to: Jin 2012. The closing date for application, résumé and transcripts to: Jin 2012. The closing date for a policition of the college and adult students. Faculty teach the equivalent of 24 semester hours yearly. Minorities are an

Assistant Professor of Biology/Botany Tenure Track - Fall 1992

The Marist College Science Division invites applications for a tenuro track position beginning Fall 1992. Qualified candidates must have a completed Ph.D. degree and a strong interest in undergraduate education. Candidates are expected to have a commitment to excellence in teaching and to establish a program of research preferably involving undergraduate students.

Ing undergraduate students.

Responsibilities include: Teaching an introductory botany course for majors in Biology and Environmental Science, development of upper fevel courses in specialty areas, directorship of the College's erboretum, supervision of the division greenhouse and participation in core curriculum science offerings for non-majors. Ability to teach a microbiology course in the area of sollienvironmental microbiology for environmental acience majors would be a plus.

Women and minorities are encouraged to apply. Please submit a résumé, a brief description of research plans, and three letters of recommendation by March 13, 1992. Credentiels will continue to be accepted until the position is filled. Please address to:

Dr. Andrew Molloy Chair, Division of Science Mariet College MPO 905 Poughkeepsie, NY 12601

Marist College is an Equal Opportunity, Affirmative Action Employer.

suplications will begin March 2, 1992 and continue until position is filled. The finalsits will be asked to send additional credentitles.

English Possibility of some Visiting appointments and/or one-year Lectureships for 1992/93. We are particularly interested
in bearing from candidates with expertise in
one of the following fields; Shakespeare,
Victorian Fiction, Critical Theory, and African Arperican Literature, Please send letter, carriculum vitac, and doesier by March
13, 1992 to Jonathun P. S. Post, Chair, Department of English, University of California at Los Angeles, 405 Hillsard Avenue,
Los Angeles, California, 90024-1530,
UCLA is an Administive Action, Equal Opportunity Employer, Womeo and minorsites are encouraged to apply.

English: Instructor, Iodian Hills Community College has an opening for an English

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English Roughly renowable for a second and third year depending on performance, available funding, and department seeds. Starts Applications acknowledged. Send carriculum vitue and three letters of recommendation by March 15 to Rence Betz, Department of English and Philosophy, Central Missouri 6403. Women and minorities especially encouraged to apply. AA/ EOS.

English English Department, Kutztown University, One full-line, permanent, tenural rack position evaluable beginning September, 1932 to teach course in Develop-inces (i. 2011). That one was an addresses of three current references (1932 to teach course in Develop-inces (i. 2011). That one was a special property of the program of administrative experience. Letter, vita and addresses of three current references (1932 to teach course in Develop-inces (i. 2011). That one position of the program of administrative experience by the program of via ann adoresses of three current refer-onces to: John T. Tharmon; ASPECT Inter-national Language School; Long Island University, C. W. Post Campus; P. O. Box 334; Brookville, New York 11548; Pax (316) 626-6215. Review starts late January; position available. February. Interview New York of San Francisco (fan: 415-24). 8193) at candidate's expense.

UNIVERSITY OF VIRGINIA



HEALTH **SCIENCES** CENTER

SCHOOL OF NURSING

FALL 1992 FACULTY POSITIONS

The University of Virginia, founded in 1819 by Thomas Jefferson, is ranked as one of the leading public universities in the country. The School of Nursing was established in 1901 and currently has more than 550 students enrolled in its baccalauneate, master's, nurse practitioner and doctoral programs. Today, the School of Nursing, with a faculty of S1 individuals, is one of ten schools of the University.

Applications are invited for the following full-time, tenure track positions: Family Nurse Practitioner Program Adult Health Nursing Community Health Nursing Acute/Critical Care Pediatric Nursing Psychiatric/Mental Health Nursing

All positions require a doctorate in nursing or related field, teaching experience and a record of scholarly activity/research. Specific responsibilities and qualifications for each position are as follows:

Director—Family Nurse Practitioner Program

Primary responsibilities include day-to-day coordination of the program, curricular development, classroom teaching and clinical instruction of students. Certification as a Family Nurse Practitioner and evidence of clinical practice as a nurse practitioner are required.

Faculty—Adult Health Nursing

Primary responsibilities include clinical instruction and classroom teaching in the baccalaureate program with additional opportunities in the master's program. A master's degree in medical-surgical nursing is required. Faculty---Community Health Nursing

Primary responsibilities include clinical instruction and classroom teaching in the baccalaureate and master's programs. Applicants with research interests in the care of highly vulnerable, rural and/or elderly populations are encouraged to apply. A master's degree in community health or public health is required.

Faculty—Acute/Critical Care Pediatric Nursing Primary responsibilities include classroam and clinical instruction in the master's program. Applicants with research interests in the nursing care of hospitalized children and families are encouraged to apply. A master's degree in pediatric nursing is required.

Faculty—Psychiatric/Mental Health Nursing

Primary responsibilities include clinical instruction and classroom teaching in the baccalaurcate and master's programs. The program emphasizes integration of neurobiological, psychosocial and psychiatric nursing knowledge in psychiatric nursing care. Current faculty research interests include adult schizophrenia, women and depression, rural service delivery and care of the elderly. A master's degree in psychiatric nursing is required.

Salary and faculty rank for all positions are commensurate with education, experience and record of scholarship. Applications will be accepted until the positions are filled. Please send vita and names of three references to:

Sara W. Ameson, RN, Ph.D. Coordinator of Faculty Recruitment School of Nursing—McLeod Hall, Box 1010 University of Virginia Charlottesville, VA 22903-3395

The University of Virginia is an Affirmative Action, Equal Opportunity Employer.

MARKETING

Adams State College

Applications/Nominations are invited for two tenure-track positions in Marketing. A wide variety of possible courses from Principles of Marketing to International Marketing. Ph.D. or A.B.D. in Marketing or related field preferred; Master's degree considered; professional marketing and teaching experience desirable. Starting date; August 27, 1992.

Send letter of application, resume with copies of all transcripts, names and phone numbers of four references to:

J. Thomas Glimore, Adams State College, Alamosa, CO 81102; (718) 589-7161. Review of applications begins April 1, 1992, and continues until the position is filled. AA/EOE.

Mar (- 1865 -) - 1865 - (- 1865 -) - 1865 - (- 1865 -) - 1865 - (- 1865 -)

English as a Second Languager Full time

ESL instructor to begin Senfember 15 for the Asia University America Program at Central Washington University, Ellensburg, Washington. TESOL, Iraining or experience in teaching littering, apeaking, and reading skills; and experience leaching, and irreading skills; and experience leaching of totoring Japaneses students required. For more information contact Susan Country.

incology preferred, Salay and mak com-mensurate with qualifications and experi-ence. Deadline; April 1, 1992. Sond curric-titum vitae, college placement credentials, and there bettern of reference to: Mr. Rich-ard Johns, Directon/ESL Institute, Divina Word College, Boworth, Jowa 52045, AA/ HOH.

The contraint of the co

retary, an accounting assistant, the coordinator for the OISA, and part-time personnel. The Director reports to the associate vice chancellor for international and interdisciplinary programs end serves as a member of a staff which also incubes people reaponsible for an international studies major, international adecational exchange, the Aricusas International Center, and the Donaghey Scholars Program. The Preferred candidate will have sim MA in an appropriate field and have completed thirty credits beyond the MA, Re TEFFL certified, extensive experience teaching ESL, at least five years experience in post-secondary ESL program administration at a U.S. institution—includies budget management, recruitment. ESL/University liaison, personnel management, and program design, and excellent interpersonal and communications wills. Overseas experience in teaching and/or administration is an asset. Salary is commensurate with qualifications and experience; residually competitive. VALS has an excellent benefits peckage. Preferred starting date is July 1, 1992, Laternal experience and competitive.

FORT HAYS STATE UNIVERSITY **COLLEGE OF EDUCATION**

CHAIR Department of Administration, Counseling, and Educational Studies

Applications and nominations are sought for the chair of the Department of Administration, Counseling and Educational Studies (ACES). The department is one of five in the College of Education and offers undergraduate programs in secondary education, and graduate programs in educational administration, counseling. English as a second language and school library media. The department is noted for significant contributions to the educational leadership in western Kansas. The position is available August

QUALIFICATIONS: The successful candidate will have an earned doctorate in one of the areas of specialty within the department. Experience with and expertise in state-of-the-art educational practices such as restructuring schools, school based management, effective schools, outcomes assessment, school/community partnerships and innovative programming are preferred. Preference will be given to candidates with public school teaching, administrative and multicultural experiences. Professional background and scholarly productivity must be commensurate with appointment at the associate or professor level.

The position is .5 FTE administration and .5 FTE instructional. The chair serves as the academic and administrative leader of the department and is responsible for management of budget, personnel, governance, instructional offerings and assessment, faculty development and communication with external constituencies. The chair represents the department on the clean's Council of Chaire.

APPLICATION: An application is considered completed when a letter of application, vita, statement regarding your vision of schools for the 21st century, and three current references are on file. Please send to: Dr. Thomas Guss, Chair Dept. of ACES Chair Search Committee Fort Hays State University 600 Park Street Hays, KS 6760 I

Members of protected groups are encouraged to apply. FHSU is an AA/ EOE employer. The selection process will begin March 30, 1992 and will continue until the position is filled.



CASTLETON STATE COLLEGE Sociology/Social Work Faculty Position

Faculty Position

Full time tenure track position, effective start of 1992-93 academic year, in Department of Sociology, Social Work and Criminal Justice; social work program is CSWE accredited. Rank and salary based on degrees and experience as established by a negotiated salary schedule. Responsibilities include teaching social welfare policy, aging, and other courses in social work and sociology which might include generalist social work practice, cultural anthropology, introductory sociology, etc. Qualifications: Master's in sociology and MSW with 5 years' practice experience; or Ph.D. in sociology and MSW; or master's in sociology and doctorate in social work (ABD in either discipline would be considered). Ability to work closely with students and faculty in small, interdisciplinary department. Raview of applications will begin on April 15, 1992, and will continue until position is filled. Send letter of application, copy of transcripts, résumé, and names, addresses and telephone numbers of three references to: Dr. Joseph T. Merk, Academic Dean, Castleton State College, Castleton, CT 5735. Castleton State College is a public, liberal arts college in rural Vermont with an enrollment of approximately 2,000 FTE students. The college prides itsed on its emphasis on teaching, small class size, and faculty student relationships. Castleton State College is an Equal Opportunity, Affirmative Action Employer. Minority and women candidates are encouraged to apply.

Niagara University **Assistant or Associate Professor Communication Studies**

Niagara University has an opening for a tenure-track assistant or associate professor, fall 1992. Doctorate required (master's considered under exceptional circumstances). Professional experience important. Successful candidate will demonstrate the ability to teach undergraduate courses including broadcast news/film writing, print journalism, film appreciation and general and mass communications. Future course development may include corporate communication, media law, regulation and policy. Niagara University is an Equal Opportunity, Affirmative Action Employer. Women and minorities are encouraged to apply. Curriculum vitae and three letters of recommendation should be sent to:

Robert Crawford Chair, Communication Studies Department 118 Dunieavy Hall Niagara University, NY 14109

CUSA's provides administrative lendership for all functions of the ISLP and the OISA including the peacetain programation program, the evening program for local residents, and student support services. The decits, and student support services. The ISLP conducts a six-fevel seadente program of Easiles language instruction for mon-netive speakers withing to seek higher education at UALR or other onlyerables. Harrilinnent in the day-time program averages 93 students each 12-week form. The IELP size responds to requests for special programs for sponsored students and segment and sesting other UALR units in ESL-related activities, The OISA works with the offices of admission, sinders flowed the first programs for sponsored students and support UALR's foreign student population of 300 students of students and sesting facilitating, supervising, and coordinaling the maintenance and development of all aspects of the IELP and the OISA. The

Bellevue Community College 3000 Landerholm Circle SE

Bellevue, Washington 98007-6484

FACULTY OPENINGS (full-time, tenure track)

1992-1993 Academic Year

Accounting Administration of Criminal Justice

Chemistry Computer Science/Computer Information Systems Computer Information Systems Euglish (2 positions) General Business/Marketing History

Life Sciences Physical Education Radiologic Technology

Believue Communty College is located in the city of Believue, part of the beautiful metropolitan Puget Sound region of Washington State. BCC is a comprehensive community colwashington State. Decl is a comprehensive community on lege with the majority of our students enrolled in academic transfer programs. The average age of our 14,000 students is 27 with 13% being students of color.

Bellevue Community College has made a special commitment to creating a culturally diverse campus community. We are working to build a culturally diverse, broadly-trained faculty who are committed to meeting the needs of individuals from diverse socioeconomic and cultural backgrounds. Join us in the challenge of preparing our students to thrive in a world that needs different and multiple perspectives.

Call the BCC Telephone Job Line at (206) 643-2082 or write the Human Resources Department for more information and an application. If you want to talk to members of the BCC Cultural Diversity Committee, contact Sharon Felton at (206) 641-2211 or Akemi Malsumoto at (206) 641-2202.

Priority Application Deadline: April 1, 1992 EEO-Affirmative Action Employer



NORTHERN STATE UNIVERSITY **School of Business**

Marketing/Management

Applications are invited for a tenure-track position in Marketing/ Management beginning August 1942.

Management beginning August 1942.
The candidate should have at Ph.D., D.B.A. or terminal degree in a related field. A.B.D.'s close to completion will be considered. The successful candidate should be able to teach in several of the following areas: Principles of Marketing, Advertising, Marketing Research, Marketing Management, International Marketing, Organizational Behavior, and Principles of Management. It is desirable the candidate have quantitative skills and be familiar with, or willing to pursue, computer applications in marketing/management. Rank and salary are dependent on degree status, and teaching and research experience.

Northern State University is a Carnegie Class II comprehensive, multipurpose institution providing both undergraduate and graduate pro-grams typical of regional institutions of higher education.

Nominations are solicited and applications with letter of application, résumé, transcripts and list of references are invited. Address nominations and applications to Dr. Thomas O. Flickerna, Vice President for Academic Affairs, Northern State University, Aberdeen, South Dalots 57401

Northern State University is an Equal Opportunity, Affirmative Ac-

ters of application or nominations, current vita with names, addresses and telephone numbers of five professional references should be tent by March 30 to: IELP/OISA Director Search Committee, c/o AVCIIP-Oitenheimer Library 305, University of Arkansas at Little Rock, Little Rock, Arkansas 72204 (U.S.A.). The University of Arkansas at Little Rock is an Affirmative Action, Equal Opportunity Employer and activaly seeks the candidacy of minoritles and women. Under Arkansas law, all applications are subject to disclosure.

quired. Demonstrated successful experi-ence in the administration of educational programs or services desired. Teaching ex-perience and second language proficiency preferred. Primary responsibilities: identi-ty, develop, unwherned and manage serv-ices for LRP students. Salary and compen-sation peckage are highly competitive. Send letter of application, résume and names of 3 robrances by March 13, 1992 to: Dean, HSS Division, Community Col-less of Philadelphia, 1700 Spring Garden Street, Philadelphia, Pennsylvania 19130. AA/BOE.

develop a curriculum of araduata course in his/her specialty. Deadline: J April 1997. Submit a curriculum vilae, graduate 1997. Submit a descriptive statement of teaching interests and research commendation sent to: Dr. Larry Hinck, Chair. Faculty Research Committee, Department of Biological Sciences. P. O. But 399. Arkansas State University, State University, State University, Arkansas 72467-0399. AARGO onployer. Women and minorities encouraged to apoly.

FISK UNIVERSITY Tenure-track faculty openings, August, 1992

BULLETIN BOARD: Positions available

BIOLOGY. Associate professor (other ranks considered). Biotechnology background preferred, with ability to attract research funds; for undergraduate and master's level teaching.

COMPUTER SCIENCE. Assistant or associate professor. Dectorate required in computer science, or in an allied aron with background in computer science at the master's level.

ECONOMICS/FINANCE. Assistant professor. To teach finance, economics, and quantitative methods, and participate in interdisciplinary

ENGLISH. Assistant or associate professor. Two positions. Composi-tion specialist to coordinate writing across the curriculum program. Also a position in literature, with area of specialization open, but back-ground in African-American literature or shiftiy to teach interdisciplin-ary core "creative arts" course helpful.

MANACEMENT. Assistant professor (other ranks considered). To teach business policy and strategy, organizational behavior. Ability to teach courses in management information systems and/or marketing is an advantage as well.

MODERN FOREIGN LANGUAGES. Assistant or associate professor. Preferred candidate would be able to teach French and either Gorman or Spanish; or one language (either French or German) plus courses in the core "world and its peoples" sequence.

the core "world and its peoples" sequence.

MUSIC Rank open. University organist; teaching responsibility in other areas also, possibly including choral music, music history, music theory, and core "creative arts" course.

PHILOSOPHY. Associate professor preferred. Broad preparation in philosophy required, with ability to teach an interdisciplinary core humanities course. Background in Continental or non-Western philosophy, and in literature or religion helpful. Possibility of chairing a small department of religious and philosophical studies.

SCIOLOGY. Assistant or associate professor. Undergraduate and master's level teaching in sociology, and participation in core "world and its peoples" sequence. Prefer intercultural research interest and ability to attract research futuls.

Appointment at assistant professor rank normally requires terminal degree in hand; higher rank requires additional scholarly and teaching record. Instructor appointments considered for candidates in the final stages of pursuit of a terminal degree. Review of applications will begin by February 29 and continue until the positions have been filled. Applications should include a résumé and cover letter and should be addressed to the Dean of Academic Affairs, Fisk University, Nashville, TN 38208-3051. Please use the mail; do not fax or phone. Fisk is an equal opportunity, afiltmative action employer.

JEFFERSON COLLEGE Hillsboro, Missouri

ion Avatlable: Faculty Position in Biological Science. Responsibilities: This a full-time tenure track teaching position in Biological Science with the primary assignment in Anatomy-Physiology, General Biology and Botany. The ability to teach non-majors Ecology and Microbiology will be

fications: A master's degree in Biological Science is the minimum ement. Experience in classroom and laboratory teaching is highly desir-

The College: Jefferson College is a comprehensive community college located 30 miles south and west of St. Louis in the center of Jefferson County. Jefferson County is home to 170,000 people who enjoy the benefits of a rural environment in the immediate proximity of a major metropolitan area. The College offers a comprehensive curriculum in college transfer and vocational/technical programs to over 4,000 students each year.

Salary: Competitive. Jefferson College offers an excellent fringe benefit package including health and dental insurance, long-term disability, life insurance, albertal leave and vacation provision, and an outstanding retirement program to its employees.

Applications must include: A letter of application addressing the qualifica-tions, résumé, copies of transcripts and three letters of references. Completed applications must be received no later than April 1, 1992. Address inquiries and applications to: Carole Alkins
Academic Affairs
Jefferson College
1000 Viking Drive
Hillsboro, MO 63050
(314) 789-3956, Ext. 300

It is the policy of Jefferson College that no person shall, on the basis of race, sex, creed, color or handicap, be subject to discrimination in employment, or in admission to any educational program or activity of the College.

Executive Director/Legal Education: Nominations and applications are invited for the position of Essecutive Director of the Association consisting of 158 member law schools, with offices in Washington, DC. This position requires substantial experience as a legal educator and also some administry experience and a familiarity with major issues in legal education, A by writing to the address below. The appointment is for a term of up to five years, subject to renewal. The salary will be commenced and the education and experience of the person selected. The Association and experience of the person selected. The Association and continuity experience is a screening of applications will not be addressed thould be submitted as soon as possible as screening of applications will the end of the person of the person selected. The Association and experience of the person selected. The Association and experience of the person selected in the education and experience of the person selected. The Association and experience of the person selected in the education and experience of the person selected. The Association and experience of the person selected in the education and experience of the person selected in the education and experience of the person selected in the education and experience of the person selected. The Association and experience of the person selected in the education and experience of the person selected in the education and experience of the person selected. The Association and experience of the person selected in the education and experience of the person selected in the education and experience of the person selected in the education and experience of the person selected in the education and experience of the person selected in the education and experience of the education and experienc

camous extension courses. Develops probable as screening of applications will begin in mid-March, please address correCommittee, Association of American Law Sales 801, Vashington, D.C. 20036.

Exercise Physiology: Assistant Professor, teaure track, available August 1992, Westteaure track, available august 1992, Westtea

FACULTY POSITION

COLLEGE OF HEALTH SCIENCES ASSOCIATE DEGREE NURSING



Shawnee State University

Shawnee State University invites applications for a faculty position in fundamentals/adult/child (medical-surgical nursing).

RESPONSIBILITIES: Prepare, coordinate, and supervise didactic and laboratory learning experiences and evaluate student performances; assist in planning, reviewing and revising the nursing curriculum; and develop and maintain current course outlines for assigned courses. Will be expected to participate in departmental work directed toward curriculum improvement in

QUALIFICATIONS: BSN required; Master's Degree in nursing highly desirable. Experience in classroom and clinical nursing instruction preferred. A working knowledge of medical-surgical nursing with a background in pathophysiology is recommended. It is preferred that the applicant have completed course work in the areas of curriculum development, methods of teaching and special needs of the adult learner. The individual must have an understanding of and commitment to the philosophy of associate degree nursing. Salary and rank will be based on degree and experience. Applications will be accepted until position is filled. Questions may be directed to Joanne Abel, ADN Director, at (614) 355-2252.

Send letter of application and resume to: Office of the Provost, Shawnee State University, 940 Second Street, Portsmouth, Ohio 45662, REF: ADN Faculty.

SSU is an affirmative action, equal opportunity employer; minorities, disabled persons, and Vietnam era veterans are encouraged to apply.

UNIVERSITY OF FLORIDA **Department Chairperson of**

Mechanical Engineering

Applications and nominations are invited for the position of Chairperson of the Department of Mechanical Engineering. The candidate will be expected to hold a ductorate degree in an appropriate engineering field; have a proven record of excellence in teaching, research and related scholarly activities; and demonstrate requisite management talents and interests.

Retivities; and demonstrate requisite management talents and interests.

The University of Florida is a member of the American Association of Universities, the largest institution of higher learning in the Southeast and the tenth largest in the nation. The College of Engineering is the third largest of the University's twenty-one colleges and schools with twelve departments granting baccalourente, master's and doctorate degrees.

The Department of Mechanical Engineering has a total of thirty faculty (including three graduate research professors and one endowed chair) and grants over 120 baccalourente, 30 master's and 10 doctorate degrees per year.

Address nominations and/or applications to the Mechanical Engineering Department Chairman Search Committee, c/o Denn of the College of Engineering, University of Florida, 300 Weil Hall, Gainesville, Florida 32611 for receipt no later than April 15, 1992. The position is available summer or fall semester 1992, Applications should contain an up-to-date curriculum vitau and the names of three references.

The University of Florida is an Affirmative Action, Equal Opportunity Employer.

SPOKANE FALLS **COMMUNITY COLLEGE** is accepting applications for a tenure track MATHEMATICS INSTRUCTOR

To teach a variety of developmental, freshman, and sophomore level mathematics courses and serve as director of the math center on a rotat-

For further information including minimum qualifications, duties, responsibilities and application procedures contact Community Colleges of Spokane, Human Resources Office, 2000 N. Greene Street, Spokane, WA 99207; Phone: (509) 533-7429. Deadline for applications is March 30, 1992.



toral degree and university teaching experi-cace preferred. Business experience de-sired. Application deadline: open until po-tillon is filled. Application procedures: a minimum of three (3) years' experience in stree. Application examines open unit po-sition is filled. Application procedures; submit cover letter, official transcripts, re-sums, and names of three refarences to Dr. Sue Hausland, Chair, Department of Hu-man Environmental Studies, Southeast Missouri State University, Cape Offiar-deau, Missouri 63701. Starting date: Au-gust, 1992. Interested persons may call Dr. Hausland at (114)651-2312 if additional in-formation is needed. Southeast Missouri State University is an affirmative action, equal opportunity employer.

and immon of three (3) years' experience in upper level management positions with specific experience in the area of student inaucial eds. Preferențial consideration is given the candidate with management experience in a student loan guaranty agency. Projected starting salary is \$48,000-\$53,000 or year, dependent upon qualifications. Submit a letter of application and a résund with at least three professional references, no later than March 15, 1992, to Mr. Iack L. Gulan, Executive Director, Post Office Box 91204, Baton Rouge, Louislam 70821-6202. Conduct Client Services at 764-922-1011 or 1-800-293-5626 for a detailed description of the job announcement.

Foreign Languages: Director, Language Laboratory, High School diploma and four years' language inboratory technology experience. 9A or MA in a foreign language or foreign language adocation, or related area preferred. Appropriate polices work or vocational technical training may substitute at an equivalent

NORTH CAROLINA CENTRAL UNIVERSITY

Durham, North Carolina 27707

A Consutuent Institution of The University of North Carolina System and an Equal Opportunity, Affirmative Action Employer. ANTICIPATED TENURE-TRACK VACANCIES BEGINNING AUGUST 17, 1992.

North Carolina Central University rivites nominations and applications for several faculty positions. Unless stated otherwise, all positions have the following characteristics: Ph.D. or the appropriate terminal degree; starting at the rank of Assistant or Associate Professor; teaching and advising undergraduate and graduate students; serving on departmental and University committees; research and publication potential; and commitment to multi-cultural education, including sensitivity to the needs of non-traditional and minority students. Salaries are competitive and depend on qualifications and

experience.

DEPARTMENT OF HISTORY AND SOCIAL SCIENCE. Three positions. 1. European History, with concentrations in 19th and 20th centuries Europe focusing on the African, African West Indian, or African American presence in Europe. 2. African American History - Teaching duties will include three or four Modern World History courses and periodically one African American history course. Concentrations in 19th and 21th centuries African American History focusing on Southern Women's history during that period. Applicants with the M.A. or ABD status and demonstrated commitment to excellence in teaching will be considered. 3. Latin American - Teaching duties will include two or three Modern World History courses and one or two courses in Latin American/Caribbean History. Concentration in the African Presence in Latin America/Caribbean.

DEPARTMENT OF BNGLISH - Media Journalism Concentration. Ph.D. in Mass Communications or related field. M.A. with several years of professional experience considered. To reach courses in print and broadcast journalism, production, management and related areas. To contribute to curriculum development, to supervise students in a newspaper/laboratory setting; to serve as advisor to student publications; and to coordinate anternahips.

DEPARTMENT OF POLITICAL SCIENCE - Public Administration Program. Two Positions. Faculty will be responsible for reaching at least three undergraduate and graduate courses per year in a combination of the following: public personnel administration; computer applications; and intergovernment administration; and intergovernment administration; and intergovernment administration; and intereships (undergraduate and graduate). Some work experience in the public sector is preferred.

DEPARTMENT OF PHYSICAL EDUCATION AND RECREA-TION. One Position in Recreation. Evidence of scholarly productivity, professional experience in municipal or regional recreation, and teaching experience at the College level. Supervision of field work and internships in Application: The review of applications will begin March 30, 1992, and continue until the positions are filled. Applicants should submit a letter of application, résumé, official transcript of the highest carned degree, and names, addresses and telephone numbers of three references to:

Dr. Mary M. Townes

Dean, College of Arts and Science
117 Alexander-Duan Building
North Carolina Central University
Durham, North Carolina 27707

NCCU complies with the Immigration Reform and Control Act of 1986. All new employees must provide original documents verifying identity and employability within the first three days of employment with the University.



SABBATICAL REPLACEMENT

Two semester assistant/associate professor positions. Requirements: Teaching general and environmental chemistry, labora-tory sessions for both, one or two other courses, primerily to biology/ environmental studies majors. Teaching experience in undergraduate setting with interest/ability in teaching introductory physics or lower level math courses highly desirable. Ph.D. preferred.

Starting date is August 15, 1992. Send curriculum vitae and three reference letters by MARCH 25, 1992 to: Cheries D. Duncan, Division of Science and Mathematics, University of Maine at Machias, 9 O'Brien Avenue, Machias, Maine 04654.

The University of Maine at Machias is a 1,000-student, independently accredited campus of the University of Maine System, located on the Downeast coast in an area known for its excellent quality of life. UMM is committed to a gender-balanced curriculum and encourages applica-

The University is an Equal Opportunity, Affirmative Action Employer.

rate for the required experience. Salary \$18,935-333,032 negotiable. Deadline: March 6. Contact person: James Barl Norman, International Language courter, Florida A&M University, Tallahussee, Florida 32307; 904-599-355573737.

foreign Languages Position in Spanish and French in growing department. Ph.D. required. Demonstrated controllment to teaching and service. Rank open. Salary competitive. Tenare track, Begin fall 1992. Send application, vita, and 3 levitors of recommendation to Dr. Harry M. Brown, Director, Humanities, Midwestern States Indiana.

fords access to a major article and professional community. On the axis of Montreal and Boston, the city is immediately accessible to four-season recreation areas, with skilns in the mountains and boating on Lake Champiain. Trinity serves over 1200 traditional and non-traditional atundents in four different delivery systems. Send letter of application, vita, and names of three references to: Dr. Vernon R. Lindquagt, Chair, Humanities Department, Trinity College of Vermont, 208 Colchester Avenue, Burlington, Vermont 03401. AA/EOR.



FAIRMONT STATE COLLEGE

Fairmont State College is a public, multi-purpose institution founded in 1867. It has approximately 0,000 students. The College is located in Fairmont, a community of 24,000 residents, situated in North Central West Virginia, 90 miles south of Pittsburgh. The following positions are available:

Chairperson, Division of Science, Mathematics, and Health Careers (SEARCH EXTENDED)

July 1, 1992 (12-month renure-track appointment)

Responsibilities
Head an academic division of approximately 34 full-time and 20 to 25 partitime faculty members in Chemistry, Mathematics, Biology, Physics, Nursing, Medical Laboratory Technology, Medical Records, and Vetennaty Assistance. The chair teaches and fulfalls divisional administrative responsibilities. This chair appointment will be for a five-year period after which the chairperson will be subject to reappointment as chair or continuation as a remure-track full-time faculty member.

Chairperson, Division of Language and Literature (SEARCH EXTENDED)

August 15, 1992 (or arranged earlier date)

August 15, 1992 (or arranged earlier date)

Head an academic division of approximately 19 full-time and 15 part-time faculty members in English, Journalism, French, Spanish, and Library Science. The division offers curricula leading to baccalaureate degrees in English and French and minors in Spanish, Journalism, and Library Science. Teacher Education helds are offered in English, French, and Library Science. The chair seaches and fulfills divisional administrative responsibilities. This chair appointment will be for a five-year period after which the chairperson will be subject to reappointment as chair or continuation as a tenure-track full-time faculty member.

Qualifications

A dottorate appropriate to the assignment is preferred. A minimum of five years of full-time college teaching required. College administration experi-

Salary

Competitive, commensurate with preparation and experience. Letter of application, with vira, should be sent to:

Dr. H. Dean Peters Vice President for Academic Affairs Fairmont State College Pairmont, WV 26554

Applications will be accepted until March 13, 1992. FAIRMONT STATE COLLEGE IS AN APPIRMATIVE ACTION.
EQUAL OPPORTUNITY INSTITUTION.

Western New Mexico University

Western New Mexico University reannounces à tenure track Assistant/Associate Professor of Drama/Theatre in the Department of Expressive Arts.

DUTIES AND RESPONSIBILITIES: Applicant should be a highly motivated, experienced teacher/performer for instructing a Drama Minor curriculum with a commitment towards developing the theatre program to include a Drama Major. Directing and producing one student production each semester, including one major musical theatre production per year. Summer theatre is an option. Supervising and training student workstudies as house staif for two theatres. Taking the lead in developing a technical plan for all performance facilities. Peripheral responsibilities as required of all faculty.

EDUCATION AND EXPERIENCES: Ph.D./MPA in Theatre Education or Theatre Arts, full time teaching experience, professional acting experience, good leadership and organizational capabilities. Salary range \$20,000-\$25,000.

TO APPLY: Send letter of application, résumé, three current letters of recommendation, transcripts and documentation of professional productions to: Drama/Theatre Search, Office for Kuman Resources, Western New Mexico University, P. O. Box 680, Silver City, NM 88062; (505) 538-8328. Position will start August 1892. Applications will be reviewed March 31, 1892, position open until filled.

WNMU—AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

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COMMUNICATION FACULTY

University of Minnesota, Crookston announces a full-time, nine-month, tenure-track position in Communication in the Arts and Sciences Division. Primary responsibilities involve teaching courses in composition and technical writing in computer equipped classrooms. Additional responsibilities include teaching courses in iterature and humanities. Scholarly activity appropriate for a tenure-track appointment, course development, and committee participation at the departmental and collegiate levels are expected. Academic rank will be Assistant Professor. A higher rank will be dependent on experience and qualifications. Ph.D. in English, Rhetoric, or Composition required. Computer capability and teaching experience (college preferred) are required. Employment begins September 1, 1992. Applications must be postmerked no later than Merch 30, 1992. A letter of application; résumé; college transcripts; and the names, addresses, and telephone numbers of three references should be sent to:

Lynnette Mullins, Chatroereon Communication Search Committee Arts and Sciences Division University of Minnesota, Crookston Crookston, MN 56716

The U of M is an equal opportunity educator and employer.

हा वह हिंदी है। इस प्रमान समिति हो है। है। है। है। इस हो अपने ही वह दूर है। है। है। है। है। है। है। है। है। है

French: Assistant Professor / Instructor. I Tenure-track position; salary and benefits competitive. Generalist, to teach elegentary and latermediate language classes, and advanced courses in language. Hierature has necessed (four courses per semester). Ph. D. in head by September 1 for Assistant make completion by December 13 for continuation. Other quasification: native or nearganive fluorey in French and English; evidence of scholarly potential; interest in inappage pedagony. Romance limitation, co-brellands of program for elementary and

intermediate courses. College-level teaching experience preferred. The French Section of the Languages Department consists of 10 full-time fuculty and 10 adjust instructors. This is a new position. Deadline and Froceas: For full consideration, applications about the received by March 16, 1992. Send cover letter, resume, 1 letters of ecompandation (lossiers accepted), to: Dr. Michael S. Pincus, Chair, Languages Department, College of Charleston, 66 George Street, Charleston, South Carolina 29424. (All applications will be ecknowl-

HEAD, EARLY AND MIDDLE **EDUCATION**

James Madison University

The College of Education and Psychology continues to invite applications and nominations for the position of Head of the Department of Early and Middle Education. The department offers undergraduate programs in Early Childhood Education (NK-4) and Middle Education (5-8) and graduate programs in Reading Education, Early Childhood Education and Elementary Education. James Madison University is a state supported comprehensive university providing career preparation with a strong liberal arts foundation. James Madison University has the largest reacher preparation program in Virginia.

Candidates for this tenure track position must hold the doctorate in a field conquent with the department's programs, hold or meet the requirements for Full Professor rank, have a record of successful administrative experience, have a distinguished record of teaching (NK-12 and higher education) experience and demonstrate desirable leadership, creativity and interpersonal relationship wills.

Applicants for the position should submit a letter of application and their qualifications, a current curriculum vitae; unofficial copies of transcripts; and names, addresses and telephone numbers of three references to the address below. Filling this position is contingent upon budgetary approval. Review of applications began on February 15, 1992 and will continue until March 18, 1992 or until a suitable candidate is selected.

James Madison University actively seeks a culturally diverse faculty and stu-dent body, encourages applications from minorities and women, and is an affirmative action, equal opportunity employer.

Search Committee Office of the Dean College of Education and Psychology James Madison University Harrisonburg, Virginia 22807



CHAIR, PHYSICAL SCIENCES

Embry-Riddle Aeronsultion University invites applications and nominations for the position of Chair. Department of Physical Solances at its Daytona Beach Campus. Currently seventeen faculty serve the Department which has diversified offerings and a degree program in Engineering Physica. The University has a strong emphasis on aviation and aerospace with outreach programs throughout the world and a total enrollment of about 18,000 students worldwide with 4,500 at Daytona Beach. The Chair must have a doctorate in Physics, Chemistry, or Engineering, an interest in aviation/serospace, an appreciation of servicing extension programs and the ability to administer a large service-oriented department. Current research inferests of faculty are in space sciences and space systems engineering. Embry-Riddle University is primarity a teaching institution and thus emphasizes excellence in teaching, However, Faculty are encouraged to pursue research and scholarly activities. Duties will include administrative responsibilities, similate teaching, some committee sasignments and budget management responsibilities. Applicants should be of a senior rank and tenurable. The position is available August 17, 1892. Please submit a letter of application, résumé and a liet of three relevences to Dr. Robert Brown, Human Resources Dept. Code CHE-PS. Embry-Riddle Aeronautical University, 800 South Clyde Norris Blvd., Daytons Beach. Florida 32114-3900. Soreening of applications will begin on March 31,

Women and minority group members are encouraged to apply.



INSTRUCTOR, EDUCATION/PSYCHOLOGY

Joliet Junior College Is seeking applications for an appointment beginning August 17, 1992.

August 17, 1992.

INSTRUCTOR, EDUCATION/PSYCHOLOGY: Conduct classes in Education and Psychology. Master's degree in Education and/or Psychology required, preferably in conjunction with a Bachelors degree in a related field. Minimum of two years of college teaching experience desirable, preferably in a community college. Ability to teach introduction to education, special education, educational psychology, general psychology and child and adolescent psychology, tollet funior College, the nation's oldest public junior college, is a dynamic comprehensive community college located 40 milles southwest of Chicago, serving a varied district encompassing approximately 1,500 square miles and 360,000 people. Joilet Junior College offers a wide variety of both degree and certificate programs to an enrollment of 10,260 students.

Letters of application, résumé, transcripts and references must be complete and on file by March 31, 1992 to receive consideration. Applications and

Office of Human Resources JOLIET JUNIOR COLLECE 1216 Houbolt Avenue, Joliet, IL 60436 An Equal Opportunity Employer

edged.) The College of Charleston is an Equal Opportunity, Affirmative Action Employer. We actively encourage applications from women and minority candidates.

minority candidates are encouraged. Review of applications will be gis on March 9, 1992 and continue until the position is filled.

Frenchi Juniata College announces a continuing position in French Language and Literature. Appointment will be made at the Assistant or Associate Professor level derending on qualifications and experience. Commitment to undersraduate leaching, including language coursos at all levels: active schokarsher; near-native fluency; and Ph.D. required. Preference will be given to candidate with toaching coperation. Send oririculum vise, evidence of effective to the carried professor level and the contribution vise, evidence of effective to the carried professor level and Dean of Academic Affairs, Juniata College is a private, highly selective in foaching, inter-displayment to excellence in the e

YUBA COLLEGE

Come live in the scenic Sucramento Vulley with abundant wildig, recreation and low-cost living, yet within two hours of Lake Tahes, Reno and San Francisco.

YUBA COMMUNITY COLLEGE DISTRICT is currently accepting applications for the following positions commencing Fall 1992.

NURSING INSTRUCTOR (ADN) - Woodland Campus Salary: \$ 29,220 - \$ 50,082 (according to salary schedule placement

BASIC FUNCTION: Provide theory & clinical instruction for ADN Students in areas of Muternal Child Health, Medical Surgled Nursing & other Nursia instruction; participate in development, implementation & evaluation of total mursing curriculum; serve as linkson between health agencies & College, perficiente in recruitment of students for program.

Final Filing Date: Friday, April 3, 1992

X-RAYTECHNOLOGY INSTRUCTOR/COORD-Marysville Campus Salary: \$ 29,220 - \$ 50,082 (according to salary schedule placement.)

BASIC FUNCTION: Responsible for coordination of program with direct responsibility to Muth & Science Division Associate Dean & will work closely with persons designated by hospital administration & College to serve program & supervise student interns; participate in recruitment of students for program; some night duties will be included.

Final Filing Date: Monday, March 30, 1992

Application and job description may be obtained from the Personnel Office, 2088 No. Beale Rd., Marysville, CA 95901 TELE: (916) 741-6975 or 24 hr. Joh Line (916) 634-7733 EOE/AA

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TEXAS A&M UNIVERSITY

Department of Educational Human Resource Development **COLLEGE OF EDUCATION**

The Department of Educational Human Resource Development is seeking applications for an Assistant Professor for Distance Learning. The Department is a graduate research unit within the College of Education. The individual selected will be expected to develop a strong research program, supervise graduate students, work with eternally funded projects and participate within a Center for Distance Learning Research.

APPOINTMENT: This is a nine/twelve month tenure track position at the rank of Assistant Professor. To start September 1, 1992.

Qualifications: An earned doctorate is preferred but dissertation stage applicants will be at cepted. Ductorate in Human Resource Development, Adult and Higher Education, Industrial/Lecture at the ation or Educational Technology are preferred. Previous experience in distance learning and telecommunication is required.

Application: Interested applicants should submit evidence of an earned doctorate or accepted prospectos, a current vitae, ofte ial graduate transcript, evidence of experience in distance learning and telecommunication and three professional references. Closing date for applications is April 1, 1992 or until filled. Applications should be mailed to:

Dr. Linyd Korhenen, Head Educational Human Resource Development College of Education Texas A&M University College Station, Texas 77843-3256

Texas A&M University is an Affirmative Action, Equal Opportunity Employer. Women and Minorities are Encouraged to Apply.

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Faculty-Fall 1992 Taylor University, Upland, IN

Art. Three dimensional art, painting, education, other specialties. Chemistry. Lab instructor and/or one-year sabbatical replacement. Education. Two positions in reading, social studies, and/or middle school. English. Writing specialization. Mathematics. Variety of undergraduate math.

Faculty-Fall 1992 Taylor University at Fort Wayne

Communication Arts. Instructor of speech. Computer Science, Math, and/or Physical Science, General education

courses.

Director of Correspondence School. Broad responsibilities.

Education. Specialty in early childhood.

Director of Learning Support Canter. Tutoring programs, study skills.

Sociology and/or Psychology. General education courses (2 positions).

All positions require a doctorate or near, statements of faith and practice, and experience. Write: Richard Stanislaw, Vice President for Academic Affairs, Taylor University, 500 W. Reade Avenue, Upland, IN 46989-1001. Taylor is America's oldest college in the strong evangelical Christian tradition.

tecruiding for a Genetic Counselor to pro-vide genetic counseling to patients. The successful candidate will carry out re-search, public relations activities, teaching and other facets relating to the maintenance and effectiveness of said program. Mes-ter's degree in Human Genetics or Social Work (MSW); plus two years' post Master's experience in genetic counseling, UMDNI, New Jersey's university of the health sci-erces offers a competitive salary and an

RULLETIN BOARD: Positions available



CHAIR

DEPARTMENT OF CURRICULUM AND INSTRUCTION

West Virginia University

Applications and nominations are invited for the position of Chairperson of the Department of Curriculum and Instruction, College of Human Resources and Education, West Virginia State University. This position will ofter the successful candidate the opportunity to work with a productive and reform-induct faculty in redesign of the College's leacher elucation programs. The Department includes 26 faculty, serving 1000 undergraduate and 800 graduate students. It administers programs at the baccalaurests, mister's and doctoral levels. The Department is involved in a redesign of novice teacher preparation, an aspect of its perdepation in the Holmes Croup. As part of this reform project which is funded by the Benedum Foundation, the teacher education programs work closely with six Professional Development Schools which provide the opportunity to bridge the gap between research and particles.

and practics

EXPECTATIONS FOR THE POSITION

The Chair is expected to demonstrate leadership abilities in research, teaching, service, and grantsmanship. The Chair is expected to work collaboratively with healty on revising and restructuring undergraduate programs, exhibit strong interpersonal skills with the ability to develop community emong a diverse faculty, staff, and student body, promote an atmosphare in which faculty are encouraged to achieve their highest scholarly potential so that the best faculty are attracted and retained, community serve as spokesperson for the Department within the College and with external constituent groups; and support a light standard of teaching, research, service, and grantwriting activities within the Department.

Othal EFICATIONS

standard of teaching, research, service, and grantwriting activities within the Department QUALIFICATIONS Candidate must hold an earned doctorate in a field of teacher education or a related field and be able to teach in one of the Department a program areas. Candidates must have an excellent record of teaching, scholarship, grant writing, and effective administrative experience. The candidate's record of accomplishments must warrant appointment at the Associate or Full Professor level at this institution. At the rank of Full Professor, the candidate will be expected to show evidence of superior teaching, a substantial record of research that is nationally and internationally recognized, and a substantial record of administrative accomplehenaits.

SALARY Negotable depending upon experience and rank. APPLICATION PROCEDURE

APPLICATION PROCEDURE. This requirement is to be effective July 1, 1992. Applicants should clearly specify the rank for which they are applying. Salary is associated and competitive. The search will continue until the position is filled. For full consideration, candidates should submit a latter of application, a detailed vita, and the names, addresses, and phone numbers of five trierences by April 1, 1992, to Jeffrey K. Massing, Chair, Curriculum and Instruction Search Committee, to Dean's Office, 802 Alian Hall, College of Human Resources and Education, West Virginia University, Post Office Box 6122.

West Virginia University is an Equal Opportunity, Affirmative Action Employer and strongly encourages nominations and applications of women and minorities.

CIRCULATION

LIBRARIAN II or I,

ASS'T. PROFESSOR

Qualifications: MLS from an ALA accredited school. Minimum of 5 years professional experience, with increasing supervisory responsibility. Academic or large public library experience preferred. Second master's degree desirable. Experience with an automated circulation system required. Circulation experience highly desirable.

Salary Range: Tenure track position. Salary range for Librarian II = \$30,312-\$45,471, Librarian I = \$35,090-\$52,645. Appointment as Librarian I or II dependent upon qualifications.

Apply by: May 1, 1992. To receive full consideration provide the names, mailing addresses, and day phone numbers of three professional references with the resume.

Send letter, resume (include V number) to: Kathleen Hughes,

Chair, Personnel Advisory Committee Sprague Library, Mont-clair State, Box C316, V-46, (CHE), Upper Montclair, NI

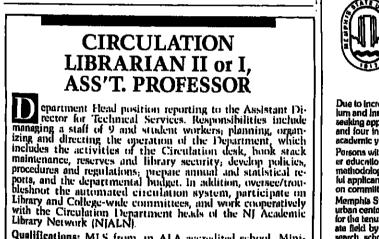
An Equal Opportunity/Affarmative Action Institution

MONTCLAIR STATE

Starting Date: July 1, 1992.

mendation, transcripts, 10 sides or protect samples of own work and student work, if syllable, Closing date: Friday, March 13, 1922, For more information contact Wil-lam Richards, Dean, P. O. Box 173363, Campus Box 830, Denver, Colorado 80217-3363; (363) 536-2473.

Graphic Design/Commercial Art: The College of Technical Carcers at Southern Illinois University at Carbondale is seeking qualified applicants for the position of Vusitian Assistant Professor within the College's Commercial Graphics-Pain program beginning August 16, 1997, or until seeking applicant is found. This is none-paint and applicant is found. This is a one-paint of the property of the professor of all aspects of the property of the pro



Southeast Missouri State University

MEMPHIS STATE UNIVERSITY

Chairperson

Special Education

College of Education

The University. Southeast Missouri State University is a regional, multipurpose Institution enrolling nearly 8,500 students in a wide variety of programa. Cape Girardeau is a community of 40,000 population, 120 miles south of St. Louis on the Mississippi River.

The Department. The Department of Elementary and Special Education is composed of 17 full-time faculty members and has approximately 550 majors in its undergraduate and 200 in its master's programs.

in its undergraduate and 200 in its master's programs.

Responsibilities and Qualifications. The Chairperson reports to the Dean of the College of Education and is responsible for the administration of all programs, supervision of personnel, and the allocation of financial resources within the department. The Cheirperson is responsible for providing the leadership in the undergraduate and graduate program areas of early childhood education, elementary education, exceptional child education, and remedial reading, as well as for the University's developmental reading, nearly program. The position consists of a one-half time administrative and one-half teaching assignment. Candidates must have (1) an earned doctorate in education with appropriate credentials to quality for associate/full professor. (2) evidence of successful public school and college teaching and successful administrative experience, and (3) specialization in one or more of the programs within the department. Preference will be given to candidates who present (1) a record of service and scholarly activity including collaborative efforts with public schools, (2) experience with field-based programs, and (3) evidence of good human relations and communications skills in working with department, college, university, elementary, community, and state personnel.

Application. Beginning date for this position is August 24, 1992. Submit

Application. Beginning date for this position is August 24, 1992. Submit letter of application, curriculum vitae, transcripts, and a list of three references to Dr. Lenore K. Bierbaum, Dean, College of Education, Southeast Missouri State University, One University Plaza, Cape Girardeau, MO 63701-4799. To ensure consideration, applications should be received by March 27, 1992, but the search will remain open until filled.

Southeast Missouri State University is an equal opportunity/M-F/affirmative action employer.

Department of Elementary &

College of Education Department of Curriculum and Instruction **Faculty Positions**

Due to increased enrollment in teacher education, the Department of Curriculum and Instruction in the College of Education at Memphis State University is seeking applications for two new assistant professor level tenure track positions and four instructor level non-tenure track positions. All positions are for the academic year beginning August 21, 1992. Salaries are competitive.

Parsons with expertise to teach undergraduate and graduate computitive.

Parsons with expertise to teach undergraduate and graduate consumes in teacher education, i.e., general methodology, elementary education subject areas methodology, and educational technology, are encouraged to apply. Successful applicants will also supervise student teachers, odvise students, and serve

ful applicants will also supervise student teachers, activise students, and serve on committees within the university. A research oriented institution located in a large urban center in Terinessee and the Mid-South region. Accordingly, candidates for the tenure track positions should have an earned doctorate in an appropriate field by August 21, 1992, demonstrated or potential competence in research, scholarship, and quelity teaching. Applicants should submit a letter of interest to the search committee chair identifying the area(s) for which they are qualified with supporting information. A VTA, complete transcripts, and three letters of reference should also be sent. The review of applicants will begin on March 23, 1992, and continue until the positions are filled. Address all inquiries to: Dr. Dusse M. Giannangelo, Search Committee Chair, Department of Curriculum and Instruction, College of Education, Memphis State University, Memphis, TN 38152.

Memphis State University is an Equal Opportunity University. Appointments will be based on merit as it relates to position requirements without regard to race, color, religion, sex, age, handicap, or national origin.

Graphic Design: Community College of Danyer full-time faculty position; start Aupprofessional experience in field required. National experience in field required design; and/or three-dimensional positions and college teaching expire and type skills. Responsible for teaching comminating program. MAMAFA remediating Medical Program evaluation and development. Participate in committee in program evaluation and development. Participate in committee in college and university governance, administrations and management, policy studies and other courses found in higher education administration administration

volopment. Participate in committee involvement at program, college and university levels. Engage in scholarly research
and professional services and other duiles
as determined. Application deadline. April
15, 1992, or until suitable applicant is
found. To apply send letter of interest, current vitae, three letters of reference, and 20
slides of student and professional work to:
Timothy R. Tully, Acting Director, CTO
Architectural Syndies, Interpor and Graphic
Davign, 410 Quigley Hall, Southern Illinois
University at Carbondale, Carbondale, lilinois 62901. SUIC is an Affirmative Action,
Equal Opportunity Employer. Health Services Research: Faculty position in Health Services Research. The Ohio State University invites nominations and applications for a senior faculty position in health services research. The position will be at the Associate Professor or Professor rank with tenure. Applicants must have an M.D. or Ph.D. degree, a record of considerable experience in health services research, experience and knowledge of funding agencies. The responsibilities of the position include developing an interdisciplismy program in health services policy and

research, conducting health services research, and teaching health services policy. Salary is neeoplable. The Ohio State University is an Equal Opportunity, Allimative Action Employer. Women and members of under represented groups are encouraged to aprily. To assure full consideration, resumes should be received by March 1, 1992, and sent to Stephen F. Loebs, Ph.D. Chair, Search Committee, The Chilo Siate University, 1583 Perry Street, Columbus, Ohio 43210, phone (614) 392-4438. History Appointee is expected to have a primary field in Latin American, African, or Asian history. About half of the teeching load will be in Western Civilization surveys. Ph.D. required. Teeching experience preferred. Appointee should have a strong commitment to undergraduate teaching in a liberal aris college. Feature-track appointment. Salary negotiable. Résumé, transcripts, and three letters of reference should be sent by April 3, 1992, to: Dr. David Saffell, History and Political Science Department Chair, Ohio Northera University, Ada, Ohio 4810. Search will remain open until a suitable candidate can be identified. AA/EOB.

History: Modern European. Tenure-nack position beginging IdS, 1992. Instructor to Assistant Professor rank, salary negotlable Sepending upon experience and qualificaother courres found in higher education programs. (c) successful administrative and/or teaching experience in higher education institutions (including community colleges), (d) a research record and agends related to higher education, and (e) a demonstrated ability to work cooperatively in develoring curriculum, grant proposals and field-based experience. Also preferred are graduate teaching experience in higher education leadership or related areas; asperience in directing these experience in higher education; and participation in higher education; and participation in higher education related professional organizations. By March 31, 1972, please send letter of application, vita, official transcripts, and three letters of recognementation from judicydusis within the field to: Professor Afried R. McWilliams, Chair, Higher Education Search Committee, Department of Educations Administration, Georgia State University, University Plaza, Atlanta, Georgia 3300; 4040 651-529; hz. (404) 651-609. All qualified persons are encouraged to apply, especially ethnic misocrity members, wooten and the disabled. Georgia State University, a unit of the University System of Georgia, is an equal opportunity conca-Assistant Processor rans, saary negotiable depending upon experience and qualification. ABD will be considered, Ph.D. strongly preferred. Evidence of scholarship and teaching experience at collegeounleverally level also preferred. Persons of color, women and all other protected classes are encouraged to apply. Major instructional responsibilities will be in survey courses, but candidate must have an area in Russian's Soviet history and be able to offer a course in European Intellectual, Reonomic or some other specialized area of Modern European blatory. Soud curriculum vitae, statements outlining philosophy of teaching and research interests, phis three letters of recommendation to William V. Hudon, Chair, European Search Committee, Department of History, Bloomsburg Lenvanylvania 17815. Applications must be received by March 16, 1992. Bloomsburg University is committed to affirmative action and equal opportunity. Bloomsburg University is an Affirmative action, Requal Opportunity is an Affirmative Action, Requal Opportunity Employer.

History: U.S. Tenure-Irack Assistant Pro-fessor, in teach 20th century U.S. history, plus a range of themstic courses, beginning

Mohave Community College Mohave County, Arizona

Faculty and Administrative Openings

Mohave Community College is a dynamic, growing college in beautiful nonthwest Arizona with campuses in Kingman, Lake Havasu City and Bullhead City. Current enrollment exceeds 5,500 students. As a result of growth, MCC will be hiring the following administrative and faculty ositions for the 1992-93 academic year. All require master's degrees.

Community Services Coordinator (administrative, Kingman Campus): To develop and manage instructional programs at off campus sites; set up workshops for professional development and personal interest; administer summer school; assist Campus Dean with other instructional activities. Requires three years experience in developing and implementing community education programs. Business or marketing background

Chemistry/Physics Instructor (Kingman Campus): Teach majors and non-majors; upper level math to support chemistry/physics majors. Doctorate degree preferred with strong computer skills.

Math Instructor (Kingman Campus): Teach math courses ranging from basic skills to calculus. Experience in teaching developmental math

Nursing Instructor (Kingman Campus): Teach in areas of obstetrical and pediatric nursing. Includes supervision of students in clinical areas: program and curriculum development and student advising. A minimum of three years experience is preferred. Candidates must be eligible for licensure as an R.N. in Arizona and Nevada and Regular or Provisional teaching certification in the State of Arizona.

Math/Physical Sciences Instructor (Mohave Valley Campus): To teach math courses ranging from basic skills to calculus. May require teaching on interactive telecommunications system; introductory courses in chemistry and physical sciences. Major and/or minor in the above disciplines. Community college experience preferred.

Fine Arts Instructor (Mohave Valley Campus): To teach painting, design and art history. Ceramics and sculpture skills would be a plus. May require teaching on an interactive telecommunications system. Community college experience preferred.

Starting dates: Paculty--August 17, 1992; Administrative--July 1, 1992. Application deadline: March 16, 1992 at 5 p.m. For further information on the above positions, contact MCC's Personnel Department. Submit letter of application, resume, trusscripts and three letters of reference to:

Personnel Department Mohave Community College 1971 Jagorson Avenue Kingman, Arizona \$6401 (602) 757-0877

EOR/AA

Wichita Collegiate School

Wichita Collegiate School, a coeducational, independent, college preparatory school in Wichita, Kansas, is currently accepting applications for instructors in Spanish, English, history, and mathematics. WCS believes in the value of a balanced, liberal arts education, and each student in the Upper School receives advanced, college preparatory instruction in mathematics, history, literature, josepa language, and the sciences. In addition, Collegiate offers a broad range of artistic, musical, and athletic activities.

In recruiting faculty, Collegiate seeks energetic, talented instructors. A strong academic background and a dedication to teaching is required. State certification is not required. Factors considered in the recruitment process include experience, references, education, and personality. Collegiate oftens ambitious and dynamic instructors the opportunity to advance in salary on a merit system.

Contact: Mr. Kevin Mykel—Head of Upper School P. O. Box 782768, Wichita, Konsos 67278-2788 Tel: (318) 834-0433

August 1992, Specialty in Chicano, women's, or urban history preferred. Ph.D. required. Teaching experience and publications preferred. Send areplication letter, curriculum vitae, graduata transcripta, and three letters of recommendation or placement file to David Mead, College of Aris and Hamantites, Corpus Christi State University, Corpus Christ, Texas 78412, by March 30, 1992, EOE/AA.

Miltory: African History, Earliam College invites applications for a temporary replacement position for winter and spring terms of 1992-1993. Two courses per term: one upper division realonal course. (Basi Africa, West Africa, or Southern Africa), and ope section of the interdist cipillary Hustantities program required of all first-year students. Ph.D. or A.B.D.: teachina experience a plus. Send letter of application with corriculum wites and three letters of recommendation, to Thogas D. Huma, from the commendation, to Thogas D. Huma, from the college. Richmond, Indiana 47374, Review of applications will begin April 15 and will continue until the position is filled. Sariham is a liberal arts college affiliated with the Society of Prieads, and as an Affirmative Action, Equal Opportunity Employer welcomes applications from women, racial minorities, and Quakers.

History, Latin Americal V. Diplomatic.

History: Latin America/U S. Diplomatic, leaure track, Will also serve as imison with international Studies Program. Send dos-

History and 2 years' college-level teaching experience required. Competitive salary, outstanding benefits. Send application/té-suné to Ocean County College, Personnel Department, P. O. Box 2001, Toma River, New Jersey 08754 by March 9, 1992. AA/ EOS.

History: Comparative World History. The Johns Hopkins University will offer a Melion teaching fellowship for two years for the teaching of one undergraduate course each semester, assisted by graduate TAs. Research interests should clearly demonstrate qualification for teaching courses that are telectively comparative on a world teale rather than comprehensive surveys; specific content dependent on interests of candidate. Ph. D. or near completion of diss. required. Send application, curriculum vites, names of referees, placement file to Professor Philip Curtin. Department of History, The Johns Hopkins University, 3400 North Charles Street. Baltimore, Maryland 21218. Johns Hopkins is an Employer; qualified women and minorities are encouraged to apply.

MINORITY FELLOWSHIP

Wanted: Minority Graduate Students Interested in Administrative or Teaching Fellowships at the Community-Technical Colleges of Connecticut

- Experience the excitement and challenge of the community-technical college sector, where 50% of the nation's undergraduates begin their higher education.
- Gain valuable professional experience.
- Enhance the ethnic, racial, and intellectual diversity which the colleges seek to promote.
- erve as a role model for students.
- Develop professional relationships in your field. · Earn financial support for your educational expenses: \$3,000 per semester.

The right candidates for these positions will be minorities, currently enrolled in the second year of a graduate program, at minimum, in good academic standing, willing to spend 6 hours per week in classroom-related activities or in structured adminlatration, under the direction of a professional colleague acting as a mentor. These special individuals will be involved in faculty and stail meetings, Minority Fellowship Orientation, and will assume increased responsibilities as the Fellowship year progresses.

For further information contact: Kenneth G. Armstrong, Affirmative Action Officer, The Community-Technical Colleges of Connecticut, 61 Woodland Street, Hartford, Connecticut 06105. An aqual opportunity/affirmative action employer,

COMMUNITY & TECHNICAL COLLEGES. of CONNECTICUT

UNIVERSITY OF THE PACIFIC

EDUCATIONAL ADMINISTRATION/RESEARCH: The University of the Pacific is seeking a tenure-track assistant/associate professor in Educational Administration. An earned doctorate in educational administration and expertise in educational research with evidence of publishing are required. Teaching responsibilities include courses in statistics, educational research, and educational administration. The position involves working with graduate students at the master's and doctoral levels across departments within the School of Education on action research projects, theses, and dissertations. Salary, within professional rank, will be determined by experience and qualifications. The position is available August 30, 1992. Interested applicants should send letter of application, vita, and placement file by March 31, 1992 to: Dr. Fay B. Haisley, Dean, School of Education, University of the Pacific, Stockton, CA 95211, Equal Opportunity, Afilirmative Action Employer.

Historyz Clark College, History Instructor, FuB-ilme, tenure track tenchina noshion. Requires M.A. in History: preference for experience in teachina world history and seography, Salary \$25,900-332,900. Application materials may be obtained from Clark College Personnel Services, 1800 Enst McLoughlis Boulevard, Vancouver, Washington 9865; (200) 699-0105. Clorks addie: April 1, 1992. Clark College is an equal opportunity employer and places particular emphasis on achieving affirmative action histor goals. Protected group members are strongly accompact to apply.

Human Development/Educational Psychology: Asistant/Associate Professor, Department of Education, West Virginia State College, Rul-time tenue-track portion in the Department of Education beainning in the Psychology and preportily a supplemental state through a supermental field in one of the following: educational responsible in one of the following: educational responsible in one of the following: educational responsible in control of the following: educational responsible in one of the following: educational responsible in control of the following: education and responsible in required; experience in the 1st short settings in required; experience in the responsible in required in the responsible in required in the responsible in the responsible in the responsible in the responsible in the responsibility and responsible in the responsibility positions and provide administration, public administration or management of between the responsibility and responsible in the responsibility and responsibility properties of the state of the

tion and documentation will be accepted continuously until the nosition is staffed. Affinority applicants are encouraged to apply. Please include tetter of application, detailed resuproclement with official transported; names, addresses, and teleprinous numbers of recent and current employerts); and three letters of reference specific to the position acrouncement. Send to Dr. Bartera J. Oden, Vice President; Office Oxidente, Affairs; Campus Box 192; West Virginia State College; Post Office Box 1000; institute, was Virginia 25112-1002; (304)766-3146. An Equal Opportunity, Affirmative Action Employer.

COLLEGE OF THE DESERT A CALIFORNIA COMMUNITY COLLEGE invites applications for the following faculty positions:

PALM DESERT CAMPUS Teaching Discipline: ociate Degree Nursing (2 positions) English Composition

Director/Division Chairperson Nursing and Allied Health

COPPER MOUNTAIN CAMPUS Teaching Disciplines

GENERAL INFORMATION: College of the Desert is located in one of the nation's most desirable vacation destinations where the beauty of the California desert contrasts with lush golf courses, majestic mountains, and the unique Joshus Tree National Monument. The Palm Desert Campus is just east of Palm Springs. The Copper Mountain Campus is located in Joshua Tree, approximately 65 miles northeast of the main campus.

BEGINNING DATE: August 31, 1992 APPLICATIONS: For minimum qualification information, position descriptions, and specific materials required for candidacy, contact:

PERSONNEL OFFICE 43-500 Monterey Avenus Palm Desert, CA 92260 619-773-2529 619-773-5877 (FAX)

APPLICATION DEADLINE: March 27, 1992 An Equal Opportunity, Affirmative Action Employer

SAN JOSE/EVERGREEN COMMUNITY COLLEGE DISTRICT

s seeking qualified applicants for the following full-time Academic positions beginning Fall, 1992:

#374—BUSINESS INFORMATION SYSTEMS LAB Closes 4/7/92 #376—ENGLISH AS A SECOND LANGUAGE Closes 4/22/92 #377—COMMUNICATIONS STUDIES Closes 3/16/92 #398—LIBRARIAN Closes 3/19/92 #399—ART (Color, Design, Drawing & Painting) Closes 3/23/92 #401—SOCIAL SCIENCE (History & Asian/Native-American Studies Emphasis) Closes 4/14/92 #402—CHEMISTRY Closes 4/20/92

#400—ASSISTANT DEAN, LANGUAGE ARTS Closes 3/31/92 #1276—DIRECTOR OF FISCAL SERVICES Closes 3/18/92 For application and job description, submit résumé with Position # to: PER-SONNEL, SJECCD, 4750 SAN FELIPE RD, SAN JOSE, CA 95135-1599 Phone: (408) 270-6406. AA/EOE/M/F/H/V,

POST-DOCTORAL **RESEARCH ASSOCIATE**

Dutles: Construct flow calcrimeter(s) capable of operating from 100 to 500° C. Measure thermodynamic quantities (log K, ΔH , ΔS , ΔC 0) using flow calcrimetry for chemical reactions in the 325 to 500° C range. Chemical reactions (notuce H_2O contration, H_2CO_3 contration, CO_2-H_2O solubility and M^{h^+} interaction with Ci and NO_3 (M=L1, Na, K, Cs, Mg, Cs, Bs). Requirements: Ph.D. In Physical Chemistry with knowledge of high temperature aqueous solution chemistry. Expertise with the design and construction or high temperature flow calcrimeters and their use to attudy chemical reactions at high temperatures (300° C+). Must be able to calculate thermodynamic values (log K, ΔH , ΔS , and ΔC 0) for chemical reactions from high temperature flow calcrimetric date. Salary: \$19.600.00 per year. Sand resumes to JOB SERV-ICE, Job Order No. 1801226, P. O. Box 1339, Provo, Utah 84603.

tion science area. The faculty member in one position will be expected to teach a micro-based introduction, retrieval systems, dualbase annascement, and networking. The second position will be expected to teach the micro-based introduction, PASCAL, data structures, operating systems, and telecommunication. In addition, the individuals will be expected to advise students and supervise student research

the individuals will be expected to advise students and supervise student research projects and participate in the college's scoreral education program. Seed letter of applications and carried and supervise student research projects and participate in the college's account of the college's accou

International Business: Chatham College, and independent liberal arts college for women, is accepting applications for a full-time Assistant Professor in its Economica and Management Department effective September 1992. The Ph.D. is preferred, but ABDs will be considered. The successful candidate will be expected to teach courses in international business committed in a management and develop relationminally of Pittsburgh on behalf of the College. Preference will be given to candidates with international business committed on a professorable (in the professorable in the professorable (in the professorable in the professorable (in the professorable in the professorable in the professorable (in the professorable in the professorable in the professorable (in the professorable in dai. HerShe also will participate in Rhodel dai. HerShe also will participate in Rhodel College's Asian Studies Program. Whit candidates holding the Ph.D. in Japanese will be preferred, others are encouraged mapply. Candidates should have andre of mean antive fluency in Japanese and is English, some teaching experience at the college bevel, and substantial knowledge of lege bevel, and substantial knowledge of lege bevel, and substantial knowledge of lapanese culture and/or literature. Salary is comprehitive, and will be commensured with experience. Rhodes College is a light by-selective liberal arts college located to an attractive urban campus in Memphi. Teanessee. The college has an ongoint commitment to its Japanese program, is cluding its exchange program with Kansi Culding its exchange program and founding its exchange program of the solid ladds. Afterpress the Department of Foreign Languages and Literatures, the college also has a modern language centralists and has established an interdisciplinary major. The college also has a modern language centralists and has established an interdisciplinary program in Asian Studies. History, intensitional Studies, Economics, and Reindon Interressed individuals should send a letter of application, a current vitee, and Interior of application, a c

EDUCATIONAL LEADERSHIP DOCTORAL ASSISTANTSHIPS



Muncie, Indiana

Bull State University's Department of Educational Leadership announces its search for doctoral assistants to study and work in the department. Assistantship stipends of \$11,100 each will be awarded to candidate with outstanding leadership potential, academic potential, and potential for contributing to the Department's mational stature in educational administration or adult and community education. Additional assistantships of \$9,300 each will also be awarded to worthy candidates. The department has openings at both stipend levels. In-atute and out-of-state lultion is waived for doctoral assistants. University hunsing is available at a reasonable cost for individuals and families.

The Department of Educational Lendership, located in Teachers College, Ball State University, is a graduate program department with doctorates in educational administration and supervision and in adult and community education. In addition, the Department has two specialist degrees and four master's degree programs. The Department serves more than 400 graduate students, including 125-150 doctoral students.

graduate students, including 125-150 doctoral students.

Applicants should submit (1) a letter of application, (2) a vita, (3) three letters of reference which address their specific qualifications for a distinguished doctoral ossistantship, and (4) any additional evidence which demonstrates special qualifications for an assistantship, specifically addressing leadership potential, academic potential, and potential for making special contributions to the national stature of the department. Please include Graduate Record Examination (GRE) scores and grade point point average (GPA) for graduate work completed, if available. Send application auterials to Doctoral Assistantship Committee, Department of Educational Leadership, Room 915 Teachers College, Bull State University, Muncie, IN 47306. Applications must be received by March 15, 1992. Assistantships will be offered by April 1, 1992, Contact person: George Wood, Department Chairperson (317-285-8488).

Ball State University is an Equal Opportunity, Affirmative Action Employer and is strongly and actively committed to diversity within its community.



NORTHERN STATE UNIVERSITY

Assistant Football Coach

Northern State University is seeking qualified applicants for an assist ant football coach position.

The successful candidate will have at least a master's degree in physical education. Applicants with credit beyond the master's are encouraged to apply. Collegiate coaching, teaching and recruiting experience is also preferred. A commitment to the educational values of the educational values of the educational values. ues of sport is expected.

to so sport is expected. Will serve as an assistant football coach—offensive line coach. Duties also include the supervision of student teachers as assigned by the director of student teaching. Other departmental duties will also be assigned. The FIPER and Addetic programs for wranen and men are combined at Nontiera State University and all applicants must be willing to work in this type of administrative structure. Northern State: University is a Carnegie Class II comprehensive, multi-purpose institution providing both undergraduate and graduate programs typical of regional institutions of higher education.

Nominatures are solicited and applications with letter of application resume, transcripts and list of references are invited. Address nominations and applications to: Dr. James R. Kretchman, Athletic Director, Northern State University, Aberdeen, South Dakuta 57401. Consideration of applications will begin on March 20, 1992 and continue until position is filled.

Northern State University is an Equal Opportunity, Affirmative Ac-

General Counsel

RIII LETIN BOARD: Positions available

Harvard University invites nominations and applications for the nosition of General Counsel and Vice President.

The General Counsel reports to the President, has responsibility for all aspects of the University's legal affairs and advises the President, Governing Boards, academic deans and other senior officers on a wide range of issues having legal or regulatory dimensions. Principal duties include:

- · Direct oversight of the General Counsel's staff, which Infect overlight of the veneral valuate visial, which includes ten attorneys who handle matters in areas such as labor and employment law, real estate, taxation, corporate law, intellectual property, government and commercial contracts, antitrust, and litigation;
- Engaging and overseeing outside legal counsel when
- Helping to ensure compliance by the University with applica-ble federal, state, and local laws and regulations;
- Working with faculty and administrative staff to develop and interpret internal rules and guidelines concerning various activities by members of the University community;
- Providing legal advice and guidance to a range of University boards, committees, faculties, departments, and other
- General responsibility for security issues within the University, including direct oversight of the Harvard University Police Department

Required Education, Experience, Skills:

Required Education, Experience, Skills:

Candidates for this position must have a j.D., Li.M. or i.L.B. degree, as well as a long-standing record of demonstrated excellence in the practice of law. It is important that the individual have the personal and professional qualities necessary to function effectively in a university environment, to direct an office of attorneys and to oversee the university security department, to build effective relationships with a wide range of individuals and groups both inside and outside the University, and to represent the University in a variety of public and private forums.

Position is available July 1, 1992. Applications should consist of a letter of interest, a resume, and the names, addresses, and phone numbers of three references. Please forward applications, no later than April 1, 1992, to Michael W. Roberts, Acting Secretary to the University, Office of the Governing Boards. Harvard University.

to the University, Office of the Governing Boards, Harvard Univer-sity, 17 Quincy Street, Cambridge, Massachusetts 02138, Harvard University upholds a commitment to Affirmative Action and Equal



Harvard University

MAJOR GIVING REGIONAL DIRECTORS

SIERRA CLUB, a leading environmental organization, is seeking 2 seasoned development professionals to lead the major gift fund-raising efforts in the Northeast and Western Regions for its \$75 million Centennial Campaign. Responsibilities will include individual and foundation cultivation and solicitation for gifts in excess of \$50K, recruitment and training of voluntaers in solicitation, coordination of donor events, and strategic planning. The Northeast position will be based in Manhatten; the Western position in San Francisco. Qualified candidates should have at least 4 yrs. major gift solicitation experience in the region, established track record with civic leaders and ability to travel. Sand résumé and cover letter to:

Director of Human Resources Sterra Club 730 Polk St. San Francisco, CA 94109

SIERRA CLUB IS AN EQUAL OPPORTUNITY EMPLOYER COMMITTED TO WORKFORCE DIVERSITY.

Language / Ethnography / Education: Positions in Language. Ethnography and Education in Language. Ethnography and Education is seeking two specialists for tenure track positions, one in the area of language and education and the other in ethnography of education. The candidate for the language position must present evidence of an established research assacts on tanguage tearning and feaching processes in multilingual or mutitive contexts; and of instructional competence in areas related to curriculum, policy, and evaluation in second and/or foreign language teaching and/or bilingual and/or musticultural education. The candidate must have an earned doctorate in linguistics, education, anihropology, sociolaguantics, or a related decirate in linguistics, education, an anihropology, sociolaguantics, or a related, and a commitment to interdisciplinary work. The candidate for the ethnography position should have strong background in cellural studies and applied research, with preparation in anthropology, qualitative sociology, authropology of education, or a related held. Special interests should include teaching ethnographic research methods and developing ethnography. Level: Assistant, Associate or Full Pro-fessor.

established, or a related field. Special Intersis a should lacked teaching ethnographic
research methods and developing ethnography to inform professional practice in edweation settings, with particular attention
to issues of race, ethnicity, class, language,
and sender in those settings. Additional interous mini include organizational and
community research that bears on school
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Youth and Education Program Associate

The National Program Office of the NCCJ announces an opening for a Program Associate with responsibilities in the area of Youth and Education. Candidates must have experience with youth education either in school or community-based programs. The position requires skills in program development, implementation, and facilitation. A knowledge of and strong commitment to multicultural approaches to education are essential. An M.A. degree in pertinent area is required (Sociology, psychology, political science, ethnic studies, education). Extensive travel is required. Salary range is \$32,000 plus, depending on experience. The deadline for applications is March 15, 1992.

Send résumés to:

National Conference of Christians and Jewa Personnel Department 71 Fifth Avenue, 11th Floor New York, NY 10003

The University of Texas Medical Branch **Assistant to the Chairman Department of Surgery**

The University of Texas Medical Branch at Gaiveston is seeking candidates for the position of Assistant to the Chairman, Department of Surgery. UTMB is Texas' only multicategorical health referral center operating seven hospitals, eighty-five clinics, four schools and two research institutes. The Assistant to the Chairman will report to the Chairman and is the senior business officer of the department. Responsibilities include fiscal management, program planning and grants management of the department and administrative lisison with hospital, practice plan and general business administration. A graduate degree in Business, Public Administration or Health Administration is highly desirable. Experience of 3-5 years of progressive administrative responsibility is required, preferably in an academic health science center.

Please submit detailed résumé by March 27, 1992 to Harvey Bunce, III. Ph.D., Assistant Vice President for Academic Administration, 1200 Towers Building, Route A33, The University of Texas Medical Branch, Galveston, Texas 77550-2774.

This position is security sensitive. UTMB is an equal opportunity, affirmative action employer, M/F/H/V. UTMB hires only ludividuals authorized to work in the United States.

ROGER WILLIAMS COLLEGE HALL DIRECTOR (A Job With A View)

Are you looking for a Hall Director Position that is a cut above the rest? Do all the jobs look the same? What makes our position different? As an RWC Hall Director, you would:

Work collaboratively with central staff on all projects, Experience a small college environment where you can make an impact on students' lives.

Expensive a small college environment where you can make an impact on students' lives,
Enjoy the flexibility to implement your own ideas with a ptethora of financial, material, computer, and human resources.

Learn to challenge the creativity within yourself.

Strive to bring an understanding of diversity and multiculturalism to our

Oh, and the view? Roger Williams College is a four-year, private college overlooking Mount Hope Bay, 60 miles south of Boston, 20 minutes from Newport, Rhode Island, and three hours northeast of NYC.

Send cover letter and résumé for a complete Job description to: Hall Director Search, Student Life Office, Roger Williams College, Old Terry Road, Bristol, RI 02809, Position open until filled. Priority given to applications received before March 13, Salary and benefits very competitive. Starting date July 1, 1992, Interviews will be conducted at ACPA convention. An Equal Opportunity Employer.

THE JOHN MARSHALL LAW SCHOOL FINANCIAL AID OFFICER

The John Marshall Law School has a position available for a Financial Aid Officer. General responsibilities include counseling students, evaluating financial aid applications for entering students, determining financial need for entering students, coordinating financial aid for entering students, and preparing statistical reports.

Bachelor's degree required. Familiarity with computer applications and loan programs (Stafford, Supplemental Loan for Students, and Law Access), and good counseling skills are necessary. Experience in financial aid required.

Letter of application, résumé, and the names and addresses of three professional references to Sarah Campbell, Director of Admission and Financial Ald, The John Marshall Law School, 315 South Plymouth Court, Chicago, Illnois 60604. An Equal Opportunity, Affirmative Action Employer.

of application, résumé, transcrint copées to Dr. Wakken Freuns, Schreiner College, Kerville, Texas 78028. Screenins began lo March; applications accepted until position is filled. EOE.

Library: Assistant Librarian for Technical Services. Shenandosh University is looking for an experience illustration to be responsible for the technical services operation. Duties include original and copy catalogis in all formats, including monographu, actalos, malatenance. Participates in faculty this professions of codection development; assistants. Malatinas awareness and suder processing processing, binding and catalog malatenance. Participates in faculty aliason for collection development; assistants. Malatinas awareness and suder standand procedures. Required: ALA-accredite Mil.8 degree, minimum two year; expensions of internal contents of processing arrivance a many. Extensive experitance in experience a many. Extensive experitance in a systems, glue a undeet background in music, beath professions or bindess decimal services. Original cataloguistic conditions are processing as a undeet background in music, beath professions or bindess desired binders, profession and procedures. Required: ALA-accredited Mil.8 degree, minimum two year; experience a music experience and procedures, fasher compositive; 12-pospit control of the contro

tibrary: Preservation Librarian. Responsibilities: responsible for planning, administration, and coordination of Preservation bepartment of the University Libraries. Solicits and administers grant funding. Supervises the operation of the Book Conservation, Unit and the British Book Program. Coordinates the identification and review of britis and seriously dilapidated books from the circulating collections; surveys and manyres the physical condition of non-circulating collections. Supervises replace-

for and carrying out policies and scilvities related to tubile services library-wide. Required: MLS from an ALA-accredited ill-brary school required. Five years' significant experience with sovernment publications, strong commitment to quality public gervice program and effective communications and interpersonal skills required. Preferred: Demonstrated successful supervisory/management skills, knowledge of current library technology and automation, knowledge of lastes and tennation strongly preferred. Experience in a research library, second master's degree or other advanced with government information strongly preferred. Experience in a research library, second master's degree or other advanced study, and svidence of ongoing professional development through university service, confinities education and generous professional organizations also destrable. Benefits: Partially paid beaults and dental insurance, TiAA-CREF. Reduced turtion, 23 days' vacation and generous professional development time, sick and holiday leave, academic leave possible after three years of employment. Additional friege bonefits. Salary: 330,000 plus depending on qualifications and experience. Deadline for applications: March 31, 1992. Submit letter of applications: March 31, 1992. Submit letter of applications: March 31, 1992. Submit letter of applications the candidate's a ability to meet standed enteres and telephone numbers of three references and/or Placement Bureau address

ACT Summer Internship Program

American College Testing (ACT) is offering summer internships for graduate students at ACT's national headquarters in lows City, Iowa. The program will provide graduate students with practical experience in research and tost development through direct interaction with members of ACT's professional steff who are responsible for the research and development of ACT's testing programs.

The 1992 summer program features 3 categories of internships and runs from Juno 8 to July 31. Interns are paid a silpond of \$2,400, plus silowance. The categories are:

Test Development

Participate in test design, test review evaluation, applied test develop-ment research and analysis. Focus on application of measurement and statistical methodologies. For graduate programs in aducational meas-urement, research, ovaluation, or related field.

Item Writing

Porticipate in item writer training, test item writing, item editing and refinement, and item review and evaluation. Focus on development and evaluation of test items. For graduate programs in English, math, and

Psychometric & Statistical Analysis

Participate in statistical and psychometric analyses with assessment programs. Focus on validity and rollability, and issues related to reporting information to users. May also involve basic scaling and equating for graduate programs in mails, statistics, measurement, or related field. For additional information: Call Human Resources Dept., ACT National Office, 319/337-1277. (Application deadline March 15.)

ACT is an Equal Opportunity, Affirmative Action Employer.



to: Kathy Ann MacDougell, 330 Marriot, Library, University of Usah, Solt Lake City, Utah 34-12; 8001 585-345; its 1801 1985-3464. The University of Utah is an Haust Opportunity, Attimative Action Employer, Wongan and minorities are encouraged to apply. uliwary University of Utah. Head, Documents Division. Responsible for managing the Marriot Library Documents Division, a strong service oriented division of the Public Services Department. The Documents Division is a large selective Federal Depository Library, a Patent Depository Library and a depository for the U.N., Unesco, FAO, RC and GATT. Technical processing is preformed in NOTIS. Division Head oversees and participates in a wide range of

Library: Extension, Head of Reference Department, Cornas Library. Responsibilides: The University of Alabama is seeking teaderable for the Reference Department of the Gorgas (main) Library. Incorporated in this department are the reference, government documents, music, and pricroforms services, stuffed by six librarians, seven classified personnel, and thrity student assistants. Reference librarians are also engaged in collection development, bibliographic instruction, and an expanding army of electronic information services, and it is unticipated that the Head of the department will participate in those activities. The fixed of Reference reports to the Associate Dean of Libraries for Collections and information. Services. Required Qualifications, MLS from an ALA accredited peggam; successful supervisory experience; five years of successful reference exportence five a university extension. accessful supervisory experience; five years of successful reference experience in a university setting, in either a main or branch library; successful experience in collection development and in the provision of electronic information services; and a demonstrated interest in contribution to the profession. The successful applicant will also communicate effectively, evince a strong service orientation, and demonstrate a williamest to accept the full range of additional and sent the full range of additional services orientation, and demonstrate a williamest to scept the full range of additional services orientation. This is a tenure of additional services orientation. This is a tenure track faculty position. Rank and salary will be determined on the basis of qualifications, the minimum salary being \$16,000. Benefits include sick leave, leventy-two days vacation. Blue Crossfuls Sheld, TIAAACREP and state retirement plans. Application, returné, and names of times references postmarked by April 10, 1992 to: Me. Youl S. Wynti, Assistant to the Dean for Personnet, the University of Alabama 15687-0366. The University maintains memberables in the Association of Research, Libraries, SOLINET, and the Nortal system in place and 99% of Research Libraries, SOLINET, and the Nortal system in place and 99% of Research Libraries, In place and 99% of Research alabase.



MARYMOUNT

COLLEGE

Palos Verdes, California

RESIDENT DIRECTOR

(Live-In)

Marymount College seeks to fill Resident Director (RD) positions for 1992-93. We are a two-year, co-educational independent Catholic college, accredited by the Western Association of Colleges, and offer a superior two-year liberal aris program to a student body of approximately 750, drawn from California, the U.S., and around the world.

POSITION DUTIES: Reporting to the Director of Residential Life & Housing Services, the candidate will be responsible for the coordination of the residential services & community living program in assigned complex. This position requires heavy direct resident contact, and the ability to counsel/advise residents, develop programs, manage facility, supervise staff, and perform an adjunct assignment. 10-month assignment, plus possibility of summer work. Start date: August 3, 1992.

QUALIFICATIONS & COMPENSATION: BA required, Master's in CSP or related preferred. Prior live-in experience required. Demonstrated counseling, community building and administrative skills. \$14,000-\$18,000 for 10 months, in kind compensation of a furnished apartment; and comprehensive benefits.

Priority consideration date: screening begins Merch 15, 1992; applications will be accepted through April 15, 1992 or until position is filled. Interviewing at ACPA, San Francisco, by prearrangement if applications are received by March 18, 1992. For information only, phone (310) 377-5501, X 316; or Fax (310) 377-523.

Sand cover letter, résumé, names, addresses, phone numbers and/or reference letters of three references

BRUCE A. ARNOLD Director, Residential Life & Housing Services Marymount College Rancho Palos Verdes, CA 80274-6299

Equal Opportunity Employer M/F/H

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THE UNIVERSITY OF TEXAS

AT BROWNSVILLE

Director of Human Resources

The University of Texas at Brownsville seeks an energetic, progressive professional for the position of Director of Human Resources. The Director of Human Resources is responsible for the planning, development, and coordination of Homan Resource nervities for the University of Texas at Brownsville. The anglor area of responsibility includes personnel policies and procedures, orientation, training and development, compensation, benefits, affirmative action compliance and employee services. Coordinates implementation through the Human Resources staff.

Qualifications: Buchelor's degree required, experience in state higher education personnel functions preferred, and bilingual English/Spanish preferred.

personnel functions preferred, and bilingual English/Spanish preferred. The University of Texas at Brownsville is one of lifteen component institutions operated by The University of Texas Spacen. It is becated in the southern tip of the state of Texas, 20 moles from the Texas-Mexico barder. Its most unique characteristic is a recently formed partnership with Texas Southmost College, a comprehensive community college located on a shared compute in Brownsville, Texas. The partnership allows for the University and community college to operate with a consolidated administrative structure, a combined faculty and a shared teaching mission to provide for continuity in curriculum, efficient use of resources, and high quality instructional programs.

Salary: Competitive and commensurate with quidifications and experience.

Application Deadline: Completed applications containing a letter of application, resume or vita, transcripts, and three letters of recummendation should be received by March 5, 1992. Camindates invited to interview may be required to submit additional information by the Search Committee. Applications should be search.

Alexa Pfister. Acting Director of Human Resources The University of Texas at Brownsville NO Fort Brown Brownsville, Texas 78520

The University of Texas at Brownsville, in partnership with Texas Southmost College, is an Affirmative Action, Equal Opportunity Employer. Wimen, informative and individuals with disabilities are encouraged to apply. UTB is a "Smoke-Free Institution". Smoking is not permitted in any facility of the University.

<u>ក្នុងប្រជាពលរដ្ឋាយ ប្រជាពលរដ្ឋាយ ប្រជាពលរដ្ឋាយ ប្រជាពលរដ្ឋា</u>

Starting Date: Early Spring 1492.

The Colorado College DIRECTOR OF FINANCIAL AID

Colorado College invites applications and nominations for the position of Director of Financial Aid with duties commencing June 1, 1992.

For more than a century, the College has been an oducational leader in the Rocky Mountain Wast and in recent years has emerged as a national liberal aris college of distinction. Colorado College is a residential college of approximately 1,865 students and is recognized nationally for its academic excellence and its innovative, intensive Block Plan calendar in which students and faculty are typically committed to one course at a time during three and one-hulf week units.

in which students and faculty are typically committed to one course at a time during three and one-hulf week units.

Description of Position: The Director of Financial Ald is responsible for all aspects of the financial ald program, reviewing and implementing institutional policies regarding the use of a large portion of the College's budget. The Director provides research, projections, and proposals to utilize these funds efficiently. In addition, applicants must be sensitive to the financial needs of a wide variety of students. The Director will play a significant role in the formulation of contributions and retention offerts at the College, as well as strategic planning.

More specifically, the Director is responsible for the daily operation of the Financial Ald Office. This includes (but is not limited to): 1] counseling students and parents; 2] deciding specific financial aid packages for individual students; 3] interprotation and implementation of regulations reparding federal and state aid programs; 4) proper utilization and reporting of institutional, andowed, gift, and ablotic scholarships; 5] collaboration with the Doan of Admission and Financial Aid, Dean of Students, and faculty in maintaining the College's enrollment goals; 0) supervision and ireining of professional and support staff.

The Director of Financial Ald reports to the Doan of Admission and Financial Aid. The Vice Prusicient for Student Life has overall responsibility for both Admissions and Financial Aid.

Qualifications: The successful candidate will demonstrate a strong commitment to the liberal arts; proven leadership ability in working with diverse constituencies to develop financial aid.

Qualifications: The successful candidate will demonstrate a strong commitment to the liberal arts; proven leadership ability in working with diverse constituencies to develop financial and non-traditional applicants; and the technical experience properties for majority, minority, international, and non-traditional applicants; and the technical ex

Appointment Effective: June 1, 1992.

Application Procedure: Applications should be received by March 1, 1992, and include a résumé of academic or professional expositance, a statement outlining interest in the position, and the names and telephone numbers of three references. Send to:

Terry Swenson, Doan of Admission and Financial Ald
The Colorado Collego
14 East Cache la Poudre
Colorado Springs, CO 80903

Culorado Collego is an equal opportunity employer and invites applica-tions from minorities, women, and individuals who can address the concorns and/or perspectives of minorities and women.

GRAND VIEW COLLEGE

Des Moines, Iowa

DIRECTOR OF ADMISSIONS & FINANCIAL AID SERVICES

Grand View College is secking qualified candidates for the position of Director of Admissions & Financial Aid Services. The Director will report directly to the President and serve on the President's Administrative Council. The Director will be responsible for the recruitment of qualified freshman and transfer students and adult

The Director will also supervise the financial aid program for both the recruitment a retention of all undergraduates. The incommulate and ideas will expervise ten profes-sional and clerical support personnel.

A Mester's Degree is required plus three or more years of demonstrated effectiveness in undergraduate marketing and adminstons. The Director must peasees the skills accessary to work well with students, parents, the public, and college faculty and staff. The Director must also be capable of implementing and improving upon a new five-year admissions model that is presently in its second year.

Grand View is a college of the Evangalical Luberan Church in America. Women and

interessed candidates should submit a letter of application and current resume along

MILLERACOOK & ASSOCIATES, INC. 3420 Electric Road, Suite A Roaneks, Virginia 24018

Application desdline: April 1, 1992.

ni. Sitmannal-Soulinera College is secking a full-time professional librarian to provida general reference service evenious and
weekends. The position will also particinate in collection development, bibliographic instruction, colline and CD-ROM
statebase searching, and staffing the referance desis. The Library has recently implemented an automated cumpus information
system and is committed to providing electronic secess to information. A strong servteo orientation, eathy shows and a commitment to excellence in library service that
includes development of information access skills againes students and faculty are
brincapalaine. Requirements: MI. S from an
ALA-accredited institution; 2-4 years of
professional experience is an academic refenence selling; knowledge of computersisted, reference services; expectance in
bibliographic instruction and microcompusaselling; received to entirely positions and
leto faculty, has a collection of 165,000 voljunce and 500 periodical subscriptions, and
it a partial federal documents depository.
This is 3 -mouth the sully position, beginother provided by shared 13, 1992

ibbrarys Reference/Public Services Librarian. Birmingham-Southern College is seek-ing a full-time professional librarian to pro-fige. Send resume, transcripts, and etter

CANISIUS COLLEGE

The Jesuit College of Western New York

Director, **Career Planning & Job Placement**

Position: Responsible for all operations of the Career Planning & Joh Place-nient department: Supervise professional and support staff; develop career development programs which meet the needs of the College's students and alumni; promote student use of department services; maintain cuntacts with employers and encourage hiring of Canislus graduates; develop alumni net-work; manage department budget; advance computer support of operations; conduct research on career trends, student outcomes, and other topics. Twelve month contract; salary to \$40,000 DOE; excellent benefits.

Qualifications: Master's degree in College Student Services Administration or related field required; Doctorate preferred. Prior experience in a centralized career services office; or, MBA and suitable experience in the business sector. Strong public speaking, writing, and research skills; suitable counseling/advising skills. Understanding of and commitment to a liberal arts mission and Jesuit philosophy of education.

The College: Canisus is a Catholic, Independent, comprehensive, urban institution in the jesuit tradition. It enrolls 4.700 students, 900 of them in graduate programs. The College enjoys great success in career placement: Canisus alumni loid prominent places in law, medicine, business, government and othersine.

Application: Submit letter of application, résumé, and the names, addresses and phone numbers of four references. Closing date March 17, 1992. Applications, nominations may be sent to the search committee chair:

Lee Fassi Assistant Dean of Students Cantsius College 2001 Main Street Buffalo, New York 14208

Canisius College is an Equal Opportunity/Aftirmative Action Employer

William Mitchell College of Law 875 Summit Avenue

St. Paul, MN 55105 Director of Special Gifts

William Muchell College of Law seeks a full-time major gifts officer. The person in this position will have responsibility for cultivating and soliciting a group of major gift prospects, and implementing a volunteer program to uncrease membership in the college's major gift societies.

The individual in this position will report to the Vice President for Develop-ment, and will supervise three staff members in the department. Successful candidates should have a minimum of five years of successful experience in

William Mitchell College of Law is a private independent law school founded in 1900. The college enrolls 1100 full- and part-time students.

The position of Director of Special Gifts is a newly created position designed to maintain and enhance the increased gift support generated by the Warren E. Burger Library campaign. Responsibilities include contacting prospective donors to cultivate and solicit major gifts; designing major gifts marketing strategies; supervising the annual fund, providing staff support for the highest level volunteers including trustees, gift club volunteers, law firm partners and corporate attorneys; preparing gift proposals and essisting donors in determining feasibility of various types of charitable gifts.

Please submit letter of application referance and and assisting donors in Please submit letter of application, résumé and the names of three profes-sional references to:

Betty A. Wade. Director of Personnel William Mitchell College of Law 875 Summit Avenue St. Paul, Minnesota 55105

Review of applications will begin February 25 and continue until the posi-tion is filled. Women, minorities and members of other underrepresented groups are encouraged to apply. AA/EOE.

employment. Additional fringe bonefits.
Salary: \$21,000 plus debending on qualifications and experience. Deading for applications. March 31, 1992. Submit letter of application, résumé and pames, addresses and telephone numbers of three references and telephone numbers of three references and to replace and the submitted of the submitted and the submitt

with the private of the constraint of constraints o compute and minorities are encouraged to apply.

Library: The University of Utah. Head of Circulation Responsible for management of a branch campus and leadership of the Circulation Division, which includes 14 full-time and 65 part-time staff; thring, training and supervision of staff; development and implementation of per directions and policies related to circulation acrivices; participation with Assistant Director and other Public Services Division fleads in planning for and certying out policies and activities related to public services diversible for management of a branch campus through 1.000 undersudus and reference assistance, collection development, I.L., trains and repetition of staff; development and implementation of per directions and policies related to circulation Director for branch campus for supervisory skills; knowledge of computer applications, 12 month, non-ten-

cialized catalogs. Prus des reterence arrive to international and national pations through correspondence and by telephone. Responsibilities also include collection development, catalogias and some supervision of student assistants. Department: The Rare Book and Special Collections International Collections and Preservation, who in turn reports to the Assistant Director of Special Collections. The Rare Book and Special Collections is the Director of Library Collections. The Rare Book and Special Collections of the university, residents of the university of approximately 300,000 volumes, 4,000 alcredions. 2,000 incusabules, and 600 cubic fact of manufactorists. The Library has an outstanding of lection of the works by and about John billion, strong holdings in seventeenth and establicenth content English literature, and the interpassiponally known H. C. West, Archives. The Library is a member of OCLL. Opatifications: Required—AL.S. from an ALA actrodicted school, or its equivalent or research send of the proposed of the proposed

Wharton

The Wharton School of the University of Pennsylvania

Director

Graduate Admissions The Wharton School of the University of Pennsylva-

nia is seeking a Director of Graduate Admissions. The Director will provide management and leadership in the recruitment, evaluation and selection of Wharton MBA students. This person will be responsible for the overall planning and execution of recruitment efforts, and will personally market the School through travel, publications and alumni contacts. The Director also oversees a professional staff of admissions officers in the screening, interview and evaluation processes. This is a highly visible position, providing admissions information and policy to a diverse public, as well as direction to office operations.

Excellent interpersonal, organizational and communication skills are essential. Candidates must have at least three years of responsible admissions experience in a selective environment. An undergraduate degree is required; a graduate degree is preferred.

Send resume and cover letter, including salary requirements, and names/phone numbers of three references to:

> İşık İnselbağ, Director Wharton Graduate Division University of Pennsylvania 102 Vance Hall, 3733 Spruce Street Philadelphia, PA 19104-6362 215-898-9744 • fax 215-898-0456



University of Pennsylvania

The University of Pennsylvania is an allumative action/equal opportunity employer



ASSISTANT DIRECTOR OF STUDENT LIFE

Loyola College is a Catholic comprehensive moversity in the Jesuit tradi-tion. Emphasizing the liberal arts and education of the whole person. Loyola houses 2,200 undergraduate students in seven non-traditional residential facilities.

Reporting to the Director of Student Life, the Assistant Director supervises a staff of 9 Resident Assistants, manages a community of 450 residents and serves as a judicial officer of the College. The successful cardidate will be an enthusiastic administrator with strong supervisory skills, exceptional organizational and communication skills, an ability to work well with students and faculty, and an appreciation for the Jesuit photosphy of education. Position may include the opportunity for experience in one of the following areas: Student Activities, Counseling, Career Development, Recreation, Orientation or Leadership Programs.

This is a live in tradeo agents position. We offer a commutitive salary,

This is a live-in, twelve munth position. We offer a competitive salary, full benefits, furnished apartment, and board plan during the academic year. Master's degree preferred

We will be interviewing at ACPA and NASPA. Review of applications will begin March 15, 1992. Interested applicants should submit a resume and the names of three references to:

Dr. Kathryn A. Clark Director of Student Life LOYOLA COLLEGE IN MARYLAND

MARC formats. Familiarity with a biblio-araphic utility, preferably RLIN or CCLC, and automated library systems. Reading knowledge of Romance tanguages desir-able. Faculty status requires the control of the order catalog and with rays book spe-cialized catalogs. For these reference services

Assistant Director Residence Life

Assist in the management of a total Residence Life program for a campus which houses approximately 1500 students in 7 residence halls. Primary duties include coordinating and supervising refurbishing, cleaning, long-range planning and maintenance in conjunction with other college departments. This includes supervision of a Maintenance Foreman and housekeeping staff. Other responsibilities include room assignments, inventory, nanca Poteman and housekeeping staff. Other responsibilities include room assignments, inventory, room selection process and damaga assessment. Also assist Director with departmental programming and staffing functions. Qualifications include Master's degree in Student Personnol or related field, minimum 2 years' full-lime experience in Rostlance Life/Housing required and computer officiency destroid. Salary Ranga \$25,000-340,000 commensurate with background and experience. Devadling for application. April 3, 1992, Starting date: June 1, 1992. Send lotter of interest, résumd, and three letters of reference to Mr. Joseph M. Onofrietti, Director of Residence Life, Framingham State College, Framingham, MA 01701. Framingham Is located approximately 20 miles west of Boston. Framingham State College is an Affirmativa Action, Equal Opportunity Employer. Applications from women, people of cofor, and disabled individuals are encouraged.

and benefits. We welcome applications from candidates who can contribute to our EEO/Affirmative Action goals. For consideration, please send a resume and salary history to: Shella R. Heath. Box T15-91535-16. Employment and Placement, Argonao Notional Laboratory, 9700 South Cass Avenue, Argonao, Illinois 66439. Argonao Is an Equal Opportunity, Affirmative Action Employer.

n language, preference given to French or Germant evidence of ability to meet university standards of research, publication and strategy. Preferred: Undergraduate degree of a programment of the programme

DIRECTOR OF PERSONNEL

SWARTHMORE COLLEGE, a small, highly selective liberal arts college, is seeking an experienced professional for the position of Director of Personnel. A key member of the staff of the Vice President for Business and Finance, this highly visible position is responsible for the full range of personnel services. Qualified candidates must have a demonstrated ability to plan and administer a complete benefits program for all employees, including retirement, health, life, and disability plans. Other areas of responsibility for staff and administrators include: staff recruitment, salary administration, training, employee counseling, and the development and implementation of personnel policies.

Requirements include a Bachelor's degree in a related field (Master's preferred) with six to ten years of progressively responsible experience in benefits and personnel administration. Prior experience in a college or university is preferred. An ability to work well with a wide variety of individuals and to enhance the feeling of community among many different groups is important; the successful candidate will be expected to support team building and organizational development activities.

Swarthmore College is located on a suburban campus surrounded by an arboretum with 400 staff, 200 faculty, and 1,300 students who are very actively engaged in and committed to the challenging goals of higher education. Our standards and expectations are high.

Applications should include a resume plus a personal letter describing qualifications and interest in the position. Nominations are also solicited. Correspondence should be received by March 31, 1992, addressed to:

> William T. Spock, Vice President for Business & Finance SWARTHMORE COLLEGE 500 College Avenue, Box 747 Parrish Hall Swarthmore, PA 19081-1397 (215) 328-8292

Swarthmore College is an equal opportunity employer. Women and minority candidates are encouraged to apply.

ADMINISTRATOR. STUDENT SERVICES

Blackhawk Technical

Administer comprehensive Student Services program, including admissions, guidance and counseling, registration, career planning and Minority Student Services, Requires Master's Degree in guidance and counseling or equivalent; two years' experience and relevant occupational experience. Contact: BLACKHAWK TECHNICAL COLLEGE, 6004 Frairie Ruad, Janeaville, WI 53545, 6000 757-7775, APPLICATION DEADLINE: MARCH 13, 1992.

An Equal Opportunity Employer

Friends church, and seeks librarians who are committed to the Christian flish and its values. Closing date is March 15 or when filled. Submit letter of application and vita to Dr. Lee Nash, Vice President for Acodemic Affairs, George Fox College, Newberg, Oregon 97132.

case, Accessor Argonne, Illinois 60439. Argonne is an Equal Orportunity, Affirmative Action Employer.

Library: Technical Services Librarian. Take advantage of the opportunity to work in a new library building and a working environment which emphasizes the use of technology to provide the greatest possible level of access and service to students. Will supervise five full-lime and one part-time paraprofessional in acquisitions, catalogning, government documents depository, and seriais Acts as a team member for the continued support of an interior automated system (Chiollunk). Some Reference duty will be required. Qualifications include: 11 an MLS from an ALA accredited library school: 21 the ability to mest Services and supervises 3-6 staff in the ac-quisition of monographs and serials using the DRA system. Develops acquisitions policies and evaluates wonder perform-ance. Both positions require evening and rotating weekend duty. An ALA accredited master's degree is required. Preference will

> A Bulletin Board notice will quickly put you in touch with the best prospects for the positions you have available,



GUSTAVUS ADOLPHUS COLLEGE St. Peter, Minnesota

Director of Physical Plant

Guatavus Adolphus College invites nominations and applications for the position of Director of Physical Plant. Gustavus Adolphus is a cooducational, private, residential college of 2300 students located on a large hill-top campus one hour south of Minneapolis in the scenic Minnesota River valley.

The College seeks an outstanding individual with strong leadur-ship, management and communication skills to oversee the devel-opment and implementation of programs, policies and procedures related to the physical plant. This individual will direct the con-struction, maintenance, remodeling and repair of all campus fa-cilities and be responsible for the hiring and supervising of plant employees. Candidates must possess a bacholor's degree in an engineering or architectural field. The Director of Physical Plant reports directly to the Vice President for Business Affairs and Treasurer.

The search committee will begin its review of candidates by March 23. Persons wishing to be considered should send a lotter of interest, resume, and a list of three references with addresses and

Kenneth C. Westphal
Vice President for Business Affairs
and Treasurer
Gustavus Adolphus Collego
800 W. Collego Avenus
St. Peter, MN 56082

It is the policy and practice of Gustavus Adolphus College to provide equal educational and employment opportunities for all. We specifically encourage applications from women, minorities and persons with disabilities.

be given to individuals with related experience. Salary and faculty rank dependent upon qualifications but minimum salary is 523,000. Generous benefits package. Send letter of loquity, current resume, and names, addresses and telephone numbers work and social sciences reference success

ANJOUND. Greacrous benefits package. Send leiter of loquiry, current returns, and names, addresses and telephone numbers of five professional references to Dr. Richard J. Wood, Sam Houston State University. Huntaville. Teast 77341-2281. Applications will be reviewed beginning April and saccepted until the positions are filled. SHSU is an AA/EOB Institution.

Idwarys Head, Social Work Library, Under the agencial direction of the Head, Humanities/Social Sciences Libraries, serves as Head of the Social Work Library, providing overall management and policy guidence, developing programs and services, biring, Indians and evaluating personnel, selecting disterials and participaling in service programs. Elabbilishes and majusian strong linison with the School of Social Work. The Social Work Library proposed distribution for this position are; Charles B. Chamberlian, Deputy Director of Libraries. University of Weshington PM-25. Sentife, the collection of 30,000 volumes is housed in an attractive facility built in 1980. The CD-ROM product Psych its available in the unit, and online access is provided to Medine, with expanded access to other databases, united example committee, Wilkes University of Weshington PM-25. Sentife, the policy of the death of the grant of work of the store of the senting in the School of Social Work Library supports self-end to the product of the senting distribution.

All All All CREET required the policy with the School of Social Work. The Social Work Library supports self-end to the product of the senting distribution for this position are; Charles B. Chamberlian, Deputy Director of Libraries. Washington 98195-0001. AA/CEC and the product of the senting of distribution of the senting of distribution of the senting of distribution of the senting of distribution of the senting of distribution of the senting of distribution of the senting of distribution of the senting of distribution of the senting of distribution of the senting of the senting of the senting of the senting of the senting of the



THE UNIVERSITY OF TEXAS AT SAN ANTONIO

The University of Texas at San Antonio is searching for three student affairs professional positions to meet the Student Leadership, Activity, University Center, Orientation and Freshman Student needs of a growing and dynamic urban predominately commuter institution focated in San Antonio, Texas.

Director of University Center and Student Activities Responsible for leadership, management, and development of student activi-tics, organizations, and university center. Provide leadership to three Assistant Directors and total staff of 25.

Candidate must possess a Master's degree in college student personnel, business, social sciences, education or communications, plus five years' relevant

Preferred candidates should possess strong organizational and communica-tion skills, ability to work with diverse groups, demonstrated managerial and budgetary experience, experience in planning and construction of university center facilities, demonstrated student leadership development experience. Compensation: Competitive.

Assistant Director for Student Leadership and Activities Responsible for coordinating feadership development programs, providing support for student organizations, advising student government, and provid-ing leadership and support to sorority and fraternity activities. Candidates must possess a Master's degree in college student personnel, business, social sciences, education, or communications plus two years relevant experience working with college students in an advisory capacity.

Preferred candidates should possess experience with national Greek organi-zations, demonstrated ability to plan, implement, and evaluate student leader-ship development programs, and public speaking skills. Compensation: Competitive.

Coordination, New Student Orientation and Freshman Year Programs Responsible for organizing the New Student Orientation and Freshman Year Programs. Arranging all aspects of the program including: supervision of staff, scheduling and marketing programs for approximately 2,000 new students. Candidates must possess a Bachelor's degree and have experience working with college/university new student orientation programs, excellent commu-nication skills, previous management experience and experience in coordinat-ing a complex program for large numbers of participants.

Preferred candidates should possess experience in working with freshmen. Compensation: Competitive.

Application Procedure: Qualified persons interested in applying should send a resume, a letter of intent and names, addresses and telephone numbers of three professional references to Karen M. Whitney, Assistant Vice President for Student Ufe, The University of Texas at San Antonio, 6900 N. Loop 1604 West, San Antonio, Texas 78249, by April 2, 1992.

UTSA staff will attend the NASPA Annual Conference to disseminate informa-tion and receive application materials.

THE UNIVERSITY OF TEXAS AT SAN ANTONIO IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER. WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.



UNIVERSITY LIBRARIAN

Illinois Wesievan University invites nominations and applications for the position of University Librarian, effective August 1, 1992. Illinois Wesleyan is a nationally-recognized, comprehensive undergraduate university enrolling MesLeyan UNIVERSITY

ILLINOIS Mesleyan in a nationally-recognized, comprehensive undergraduate university enrolling and nursing. Our residential campus is tocated in the heart of Bloomington, Illinois, a prosperous small city in the central part of the state. Sheean Library house nearly ship: to make illinois Wesleyan's librarian a person who will imaginatively ship: to make illinois Wesleyan's library into intellectual center of the campus—a dynamic place for the nurture of undergraduate research. The Librarian, reporting directly to the academic dean, would be both a campus and a growth. She or he would work closely with the faculty and students and tives in collection development, bibliographic instruction, automation, and media services. A candidate for this position must have an ALA-accredited had administrative experience; and must be eligible for a tenurable appointment at the rank of Associate Professor or Professor. Salary and benefits will be competitive. We strongly encourage women and minorities to apply. We letters of nomination or application, resumés, and the names, addresses and telophone numbers of three references to:

Prof. Robert Bray, Chair

Prof. Robert Bray, Chair University Librarian Search Illinois Wesleyan University P. O. Box 2900, Bloomington, IL 61702

practicing librarion to so acudemic or re-search library and a successful record in public services. Applicants with superviso-ry experience are preferred. Candidates must be well-organized, have a strong in-terest in public service in an attornated en-vironment, have strong written and oral communications abilities, he able to set along with people and have consensus building skills, and have an expectation of print and non-print materials and their rela-tionating in providing infrared. the biblicarpable instruction achedule. Additional duties are used at all in print and non-print materials and treation as as an area of the print and non-print materials and treation as as a production of the print and non-print materials and terminal patterns are as a production development activities, providing the organization, maintenance, and appropriate the organization, maintenance, and appropriate production the contract of the production unit. Currently across a contract facility and four branch libraries and a media production unit. Currently serves over 14,000 students envolved to undergraduate inhough occurs programs. The Librarian are production unit. Currently serves over 14,000 students envolved to undergraduate inhough occurs programs. The Librarian are production unit. Currently serves over 14,000 students envolved to undergraduate inhough occurs programs. The Librarian are programs. The Librarian are production unit. Currently serves over 14,000 students envolved to undergraduate inhough occurs production. The Librarian over 4,000 students envolved to undergraduate inhough occurs production with that status. Benefits include State or TIAACR ESP-ritement plant include State or TIAACR ESP-ritement include State or TIAACR ESP-ritement plant in the clude State or TIAACR ESP-ritement plant include State or TIAACR ESP-ritem

Test Development/Research

As a result of expanding programs and new services, American College Testing (ACT) has several employment opportunities for career-minded professionals in testing/measurement field. Work involves a wide range of test development and research activities.

Located in ACTs modern headquarters complex in a highly desirable midwestern university community, the positions require graduate degrees (doctorate preferred) and experience/iraining in the field. Compensation includes exceptional benefit program. Positions now

Assistant Vice President. Test Development—Administer 4 departments responsible for developing assessment and research services for national credentialing programs in various professional fields.

Director, Research & Evaluation—Direct and participate in planning and conducting specialized research supporting existing credentialing programs and/or leading to development of new programs. Program Associate. Performance Assessment—Participate in re-search and development work involved with test development using a wide range of performance assessment activities.

Psychometrician I & II. Research—Participate in statistical and psychometric activities involved with research related to a wide range of assessment programs. Professional positions at both entry and high-

Research Associate. Institutional Services—Assist in research supporting programs and/or focusing on policy issues in secondary and postsecondary education.

arch Psychologisi. Student Planning Services—Develop and pro-technical documentation for noncognitive assessments and in-station procedures used in career (educational and vocational)

Statistician, Research & Statistical Services—Perform applied statis-tical research supporting programs for students and institutions. To apply, submit letter of application and résumé to Human Resources Dept., ACT National Office, 2201 N. Dodge St., P. O. Box 168, Iowa City, IA 52243.

ACT is an Equal Opportunity, Affirmative Action Employer

Elizabethtown

DIRECTOR OF DEVELOPMENT

Elizabethtown College invites applications for the position of Director of Development. Elizabethtown College is a four-year coeducational college located in Lancaster County, Pennsylvania, with a student body of 1,500.

The Director of Development will oversee planning, coordination, and implementation of the College's expanding development programs. The Director will report to the Vice President for Institutional Advancement and will supervise four advancement professionals. The Director will also act as the chief Major Gitts Officer.

Prerequisites include a Bachelor's degree and a minimum of seven years in professional advancement, with supervisory experience. Preference will be given to individuals who have delerred giving experience or a comparable major individual gifts track record. Applicants should submit a cover letter; résumé; names, addresses, and telephone numbers of five references; and transcripts to: Martha Parayar, Director of Personnel, Elizabethtown College, One Alpha Drive, Elizabethtown, Pennsylvania 17022. Deadline for application: March 11.

AA/EO

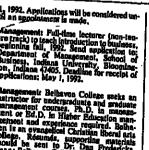


Acting Technical Services Librarian

One-year position to replace librarian on leave. Responsibilities include coordination of highly-keilled support staff of five, direction of ongoing operation of INNOPAC/INNOVACQ automated system, assistance in overall automation planning. Reports to Director of the Library. Qualifications: master's degree in library/information science with special attention to library automation; competent, low-key administrative approach. August 1, 1992-July 31, 1993. Letter, résumé, and three letters of reference to Damon Hickey, Andrèws Library.

The College wishes to appure that the search identifies qualified worm. The College wishes to ensure that the search identifies qualified wom-en or minority candidates. Applicants belonging to these groups are encouraged to identify themselves if they wish. The College of Woos-ter is an independent liberal arts institution with a commitment to excellence in undergraduate education. AAEOE.

The College of Woosler Woosler, OH 44691

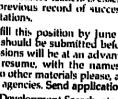


L. 1992. Applications will be considered until an appointment is made.

Management: Pull-time lecturer (non-tenure rest) to teach introduction to business, beginning full-fine lecturer (non-tenure rest) to teach introduction to business, beginning full-fine lecturer (non-tenure rest) to teach introduction to business, beginning full-fine lecturer (non-tenure rest) to teach introduction greats). Management: Felds could be Human Resource Management of Business, indiana University, Bloomington, Indiana 47405, Deadline for receipt of applications; May 1, 1952.

Management: Belhaven College seeks an instructor for undergraduate and sraduate management courses, Ph.D. in management or Ed.D. in this pre-fine required proposition and a moderate level of resurrangement courses, Ph.D. in management or Ed.D. in this pre-fine required christian iteral acts colleges. Résunds, supporting statement propositions required Ph.D. or D.B.A. in field (with uniform of 18 graduate semantar nours in Management). Record of affecting receives, Ph.D. products, Dean; Belhaven College; Jackson, Mistipari J8902.

Management: Assistant/Associate Professor, Management: Assistant/Associate Professor, Management: Assistant/Associate Professor, Management: Assistant/Associate Professor, Management and Marketing, Center for Economic Development to development projects, Management college; required projects other than advised professor, Management (c. development projects) and public and private sector. Position available; and private sector. Position available;



THE WORLESTER COENDATION IS AN AFFRMATIVE ACTION TODAY OPPORTUNITY EMPTOYEE MEET

University of Minnesota

Coordinator of Cost Studies Office of Research and Technology Transfer Administration

This academic, administrative position is responsible for all faces of the University's indirect cost proposal and far reviewing the proposal with the federal negotiator and auditors. This position is also an important member of the learn, along with the assistant three tor and associate stee president, that negotiates the rate with the federal government. This position is expected to review current indirect cost practices, to develop improved methods, and of implement proceedures and policies to deal with the new federal IDC regulations. Developing, reviewing, and approving other rate structures is a secondary responsibility.

ondary responsibility.

A bachelor's degree in accounting, economics, business administration, or related field and experience in developing university or industry indirect cost rates are required qualifications for applicants. Experience in developing indirect cost rates at an institution or within a company with a research dollar volume greater than \$100 million is destrable. A master's degree and/or C.P.A. and expertise in using Lotus, 10base, and Revelation are also destrable. Candidates must demonstrate excellent graf and written communication skills, especially in explaining indirect cost issues to such non-technical contilluencies such as faculty, legislaturs, and the general public.

To apply for this administrative, academic position, please submit a résumé To apply for this administrative, academic position, please submit a résumé

Coordinator of Cost Studies Search
Office of Research and Technology Transfer Administration
Suite 201
1100 Washington Avenue South
Minneapolis, MN 55415-1226

Applications must be postmarked by March 20, 1992.

The University of Minnesota is an equal opportunity educator and employer.

Pali, 1992. Salary: Commensurate with ex-perience. Please send résumé, graduate transcripts and three (3) letters of recom-mendation to: Personnel Service, Jack-sonville State University, Jacksonville, AL-abama 36265. An EO/AA Employer, ence or related area required. Strong mana-scrial and leadership skills needed. ISM AS400 System and RPC expenses re-ferred. Salary \$13,000-\$40,000. Sobmit re-sume to Dean of Finance, Butler County Community College, 901 South Haverhall Road, El Dorado, Kansas 67042. Management: Pell. 1992 annual lecturer's position in Organizational Behavior-Personnel. Sales 274,600. Position subject to availability of funds. Contact Mark Kroll. Department of Management and Marketing. University of Toxas at Tyler, Tyler, Texas 75701. EBC/AA employer. Marketing: Search extended. Wesley College invites applications for a full-time ter-ure-track position in the Marketiag Depart-ment at the rank of Assistant Professor. Applicant will serve as Department Head of Marketing and should have previous as-Texas 75701. BRO/AA employer.

Management: Tenure-track poshlon in management: testinains August, 1992. A Ph. D. or DBA in management is required. Primary teaching responsibilities are in Operation Management, Business Policy. Administrative Theory and Principles of Management (2 credit hours per sequency). Other responsibilities of the position include academic advisement, curriculum development, and garvice to the College and community. The successful candidate must be willing to trach days, evenings and weekends. Candidates should send a tester of application, vita, and names and talephone numbers of four current references to Business Administration Search. Martin D. Snyder, Provost, Balni Joseph College. 1678 Advisor Avenue, West Martind, Contection 05117. Application deadline: founded in the Romann Catholic tradition, in located on a besuifful \$4 acre campus in sphurban West Martinda, it is composed of three units: Connecticul's only four-year women's college, a co-educational graduit mean and women. Saint Joseph College is an Equal Opportunity Employer.

Menagement Information Services: Director. of Marketing and should have prevain uperiance in teaching Market Research, international Marketing, Consumer Schavlor, Advertising and Principles of Marketing. Position available Pall, 1992. An
earned doctorate in Marketing or a related
field desired. The minimum recuprences is
an MBA with appropriate teaching and
work-related experience in marketing.
Send cover letter, vita, and the names of
three references by March 9, 1992 in 56phen Thorpe, insprin Vice Presided as
Dean, Wesley College, 120 North State
Street, Dover, Delaware 19901. Street, Dover, Delaware 19901.

Mathematica: Idaho State University, Department of Mathematics, Pocasello, Idaho \$1209-8085. Subject to funding, the Department of Mathematics at Idaho State University anticipates one or two possible openings and is now excepting applications. These will be tenner track options for the year 1992-1993. One area of interest is Mathematics Education. Qualification: an earnest doctorate in Mathematics or Muthematics Reducation with at feast master's level course work in mathematics. Detection: The individual wall for the director of precedentian mathematics, and will assume a leadership roles in improving the delivery of those courses. The duties will lacked feaching a two to three courses find: Ability to teach and as interest in methods courses.



Director of **Development**

The Worcester Foundation for Experimental Biology, a mon-profit biomedical research institute 38 miles west of Boston, seeks a dynamic fund-raiser to catalyze an ongoing major campaign and to aggressively expand the institution's endowment and operating resources in collaboration with the President and Scientific Director and the Bostol of Translates. soard of Trustees.

The Director of Development reports to the President and Scientific Director and supervises an experienced staff. Especially sought are applicants having major gift fundraising experience, preferably with a non-alumni constituency, and possessing an educated layperson's grasp of biomedical science. An ability to work independently and effectively with Trustee leaders is essential. Salary will be based on a previous record of success and our performance. based on a previous record of success and our perfor mance expectations.

We hope to fill this position by June 1, 1992 or sooner. Applications should be submitted before March 31, 1992. Early submissions will be at an advantage. Send a cover letter and a resume, with the names of at least three references. No other materials please, and no phone calls or placement agencies. Send application to:

Director of Development Search, c/o Personnel Office The Worcester Foundation for Experimental Biology 222 Maple Avenue, Shrewsbury, Massachusetts 01545

WORCESTER FOLINDATION FOR EXPERIMENTAL BIOLOGY

RESIDENCE LIFE POSITIONS idence College, a Catholic liberal aris institution, is seeking applications

ASSISTANT DIRECTOR FOR STAFF TRAINING

PROVIDENCE COLLEGE

BULLETIN BOARD: Positions available

Responsibilities for this position include on-going training and development of residence life staff, coordination of crisis intervention program, recruitment and selection of Residence Hall Directors and Resident Assistants, and on-going educational outreach for students, Qualifications: Master's Degree in Student Personnel, Counseling or related field; two years' post-Master's Degree experienced in Residence Life administration. Staff training and crisis intervention experience preferred. Competitive salary and benefits package.

RESIDENCE HALL DIRECTOR

Responsible for the coordination of a Residence Hall and staff, including dayto-day administration of paperwork and maintenance needs, student advisement, conflict mediation, judicial affairs, staff supervision and training, programming, crisis intervention, committee involvement, and hall security. In
addition, opportunity to work with other Student Service offices as a part-time
assistant. This is a full-time administrative position. Qualifications: Master's
Degree in Student Personnel or related field; two years' experience in higher
education administration preferred. Salary is \$18,000.00 plus a competitive
benefits package. This is a live-in position.

GRADUATE HALL DIRECTOR This position has the same responsibilities as the Residence Hall Director, but without additional work opportunities with Student Service offices. The emphasis of the position is the coordination of a Residence Hall and staff, while obtaining a Master's Degree. Qualifications: Bachelor's Degree and previous residence litle experience. Salary is \$6800.00, full tultion walver, furnished suits, meals while classes are in session and medical benefits. This is a tenmonth position starting August 1.

Send letter of application, resume, and 3 letters of reference by April 1, 1992

Father Joseph Tortorici c/o Human Resources Department Harkins 211 Providence College Providence, RI 02918

Résumés will be accepted for prearranged interviews at ACPA/San Fransisco and NASPA/Cincinnati no later than March 16, 1992.

EOE/AA

CORRECTED ADVERTISEMENT

DIRECTOR OF DEVELOPMENT College of Fine and Applied Arts

The University of Illinois at Urisana/Champaign seeks a full-time development performent. The position will commence July 1, 1992. The Director of Development will report to the Ocan and to the Associate Chancellor for Development/Deputy Director of the Foundation. The Director of Development will be responsible for identifying, cultivating, and soliciting major donors, establishing corporate/foundation support program; designing and implementing special carmisations for specific needs within the college, which involves both direct mail and telemarketing; conducting a comprehensive glitachaowiedgment, donor recognition and stewardship program. Candidates should have a minimum of 5 years' especiance working with donors in a major ans organization and university, or other not-for-profit corporation. Bachelor's degree required; Manter's degree preferred. Salary is commensurate with qualifications. This position will require substantial travel. In order to enture full consideration, applications must be received by March 31, 1992. Send résumé and references to:

Dean Kathryn A. Martin, Chair College of Fine and Applied Ans University of Illinois 110 Architecture Building 608 E. Lorado Tafi Drive Charcaine, III.

The University of Illinois is an affirmative action, equal opportunity en

for math education and Doctor of Arts atudents are definite phuses, as are interest and
experience in the applications of technolopy in the clearnoom. The duties will include research leading to publication in the
individual's area of expertise, and normal
committee responsibilities. To apply: Send
a letter of application indicating your interest is Position A. Arto include a vius and a
copy of graduate transcripts. Armae for
three letters of secommendation to be sent
to the committee. All application materials
about the addressed to the Mathematics
lifting Committee, Position A at the above
address, The position will remain open unil filled.

Mathematics Urdons College, College-ville, Pransylvania 19426. Anticipated one-rear populou, Fall 19476. Rank commensu-tion with qualifications. Ph.D. desired. Tone opturates per temester teaching load. full mans of courses in the mathematical

sciences. Standard frings benefits. Send application and three letters of recommen-dation to Nancy Hagelmans, Chakperson, Department of Mathematics and Computer Science. EEOC/AA.

Mathematics: Program Director. Localed in suburban Kansas City, Johnson County Commentity College, with an empliment of over 15 200 students each semester, invites applications for Math. Program Director. Responsible for administration of math program with budget over a million dollars; curriculum planaton; management of program facilities contented at unmiles.

curriculum planning; management of program defeat, De position will remain open until filled, but initial screening begins at er. Qualified women and minority candidates are ursed to apply.

Mathematics: [astructor. Teach math courses from beginning also but through the related courses as requested. Research Teach course from beginning also brathrough the related courses as requested. Research Teach courses as requested. Research Teach courses as requested fig dular April 1, 1992. Send inguiries to: Qualified women as Resources, Catper College, 125 Qualified Drive, Casper, Wyoning 82601.

We are an ERO/AAE.

Mathematics: Position beginning in September, 1992. Mrings requested from the relation of the relation

Mathematics: Position beginning in September, 1992, M.A. minimum, Ph.D. preferred, teaching experience required, reference, your resume, three letters of Arasians Affair, Green Mountain College, Confirment to scaling and substantial properties of Arasians Affair, Green Mountain College, Position will require a Ph.D. mathematics: Ursings College, College, College, Penjarytvania 19426, Anticipated one-test with preference given to applicants in structure, probability, inser algebra, or applied math; the detire will equilibration. Pall 1992. Rank commensurates with qualifications. Ph.D. desired.

The optures per semiciste teaching load, all range of courses in the mathematical substantial properties of college of courses in the mathematical substantial properties and a doctorate in multipensitics and a mathematics of mathematics of the college of courses in the mathematical substantial properties of college of col

WYOMING

for Academic Affairs.

nology, or a related field. Five or more years of experience in instructional telecommunications anulor public radio in a higher education setting. Demonstrated ability to administer a university department including responsibility for personnel, budgets, and technology issues. A successful track record in grant writing and fund raising.

Send résumé, and three letters of refurence to: Michael K. Freeman, Chair, Search Committee, University of Wyoming. Bux 3972, Laramie, WY 82071-3972 by March 16, 1992. For Information or a complete job description

tion or a complete job description call 1-800-448-7801 (Confer-

COMMONS

Oberlin College seeks college graduates with experience in residence hall work in a liberal arts setting to assist the man-agement and administration of cultural, social, educational, and cultural, social, educational, and developmental programs for students living in residence halls. Must be able to facilitate cross-cultural awareness and model sensitivity to persons of diverse backgrounds and interesta. Counsel, advise, and referstudents on social, personal, and explants concerns under and academic concerns under the direction of a Commons Director. Must be prepared to ensure that College rules and policies are supported.

Please send letter of applica-tion, resume, and three refer-ences by April 15th, 1992 to: Joseph DiChristins Assistant Deen of Students 104 Peters Hell OBERUN COLLEGE Oberlin, Ohio 44074-1091

iensive screening of completed applicafigure will begin on March 11, 1992 and conlimit until the positions are filled. Send a
cover letter, vita, copies of gradiente and
undergraduate transcripts and three letters
of reference (with at least one discussing
teaching effectiveness) io: Dr. Ros Smith,
Search Committee Chair, Despriment of
Mathematics, The University of Tennessee
at Chairmoogs, Chairmoogs, Tennessee
37403, UTC is as EEO/AA/Ittle IX/Section 504 employer.

tion 304 employer.

Mathematics Western Michigan University seeks applications for a tenure track system professor in mathematics for full 1992, pending budgetary approval. Position requires a Ph.D. degrat, or evidence of insubsent award, in mathematics with expertate in algebraic topology. Aspelicant must demonstrate potential for teaching, sond-arthin and publication. Western Michigan University, a Canacide Classification Doctoral I Institution, has embarted upon a vigorous affirmative action program and escourages, applications from women and mambers of minority groups who are quali-

The University of Wyoming, School of Extended Studies & Public Service is searching for a Director of Instructional Telecommunications Services. The Director administers the operations of the Division of Instructional Telecommunications Services (DITS) including KUWR-FM Radio, Instructional television, and other appropriate telecommunications activities under the direction of an Associate Provost for Academic Affairs.

tor Academic Affairs.

Minimum qualifications:
Bachelor's degree in the area of
communications or broadcast
technology or a related field, and
three-five years of experience administering instructional and/or
broadcast telecommunications
programs. Outstanding interpersonal and administrative skills,
and an understanding of issues
related to proadcast technology.

Preferend qualifications: Act

Preferred qualifications: Advanced degree in the area of communications or broadcast technology, or a related field. Five or

The University of Wyoming is an EEO/AA Employer

ASSISTANT DIRECTOR

Administrator

RESIDENCE COMMONS

DIRECTOR

Oberlin College seeks a dynamic, live-in person with a Master's in student personnel, courseling, social work, or related field to manage administrative functions in a cluster community of approximately 400 students. Prefer minimum of 2 years' experience in residence hall management/administration, community development, group process, counseling and conflict resolution, and working with diverse populations. Job experience at a liberal arts college is preferred.

Compensation includes \$5,000 for 10-month contract plus furnished apartment. Soard forself and dependents while College dining halfs are open and up to five hours academic credit in one course at Oberlin per semester. Support for attending area graduate schools is available.

preferred.

Compensation includes \$17,000 for 10-month year, furnished apartment, board for self and immediate dependents (limited to period College dining halfs are open), limited futtion remission, and paid vacation. To apply, please submit letter of application, resums and three references by April 15th, 1992 to address below, Applications will be accepted until the position is filled. Deborah McNieh
Associate Deen of Students
105 Peters Haß
OBERLIN COLLEGE
Oberlin, Ohio 44074-1081 Affirmative Action/

fied for this position. Send letter of applica-tion, vita, academic transcripts and thres letters of recommendation to Yousef Alavi, Chair, Mainematics and Satisficts Depart-ment, Western Michigan University, Kala-manoe, Michigan 49098, Review of applica-tions will begin March 2 and continue until position is filled.

Hoose will begin stated 2 and comme until position is filled.

Authoristics: Department of Mathematics, Statistics and Computer Science, Marqueste University. Feliura-track position to begin Fall, 1992. Ph.D. in mathematics required. Candidate expected to conduct research in philosophical logic as part of a doctoral program which includes intuitionistic and traditional mathematical logic. Candidate is especied to teach the usual mathematics courses, and also to tach undergraduate computer actence courses such as Theory of Data based Design. Application desidiate is should be seat to Dr. Douglas Harris, Chairman, Department of Mathematics, Statistics and Computer Science, Marqueits University. Missuakee, Wiscossin 33233. Marqueite University.

Social Work/Psychology Employee Assistance Consultants

ONSULT, ADVISE AND REFER.

With our Employee Assistance Program, you can make a career move to one of the most admired corporate programs in the United States. We've already gamered the trust of the many employees we've helped through difficult times. We are seeking professionals with distinguished EAP backgrounds who are ready to assess, counsel, and make decisive, rapid recommendations. Openings exist at various siles throughout the U.S.

Responsibilities involve designing. developing and applying EAP oractices and procedures for local clients which include company employees, pensioners, dependents and survivors. Relationships range from short-term counseling, assessment and referral to crisis intervention while providing consultation to all levels of

You will set up provider networks for your area. Additionally, you will have access to and the support of one of the

Human Resources

largest EAP databases of its kind.

These phyotal positions require 5 or

Master's, 2 years each in employee

assistance and addictions treatment

experience, and an MS/MA in Social

discipline. Working knowledge of mental disorders (i.e., DSM-III R and

necessary. Licensure - ACSW, LCSW,

If you are interested in a career with

LPC or LMFCC and certifications-

CADC, NCC, AAMFT or CEAP are

Work, Psychology or equivalent

ICD-9) and treatment options is

also required. An appropriate

a Fortune 100 company, we

send letter/resume, indicating

coples of your degrees and

welcome your application. Please

geographic preference, along with

licenses/certifications to: Du Pont

Human Resources, PSS-0056,

Wilmington, DE 19898. Equal

Opportunity Employer.

Doctorate is a plus.

more years of clinical experience post

BRYANT COLLEGE **ASSOCIATE DIRECTOR**

ADMISSIONS Bryant College, a nationally-recognized independent institution specializing in business and related fields, seeks individual to direct and supervise recruitment, evaluation, and enrollment of freshmen students. Advanced degree; 3 years' admissions experience; knowledge of marketing and computer applications; and excellent administrative and interpersonal skills required. Competitive salary; excellent benefits. Send résumé to Human Resources, Office-C, Bryant College, I 150 Douglas Pike, Smithfield, Ri 02917-1284. An EEO/AA Employer, Bryant College is an institution committed to diversifying its staff.

Authematics: Chatham College, an independent liberal aris college for women is accepting applications for a full-time, tentre-tracks appointment at the Assistant Professor rank, effective September, 1992. The Ph.D. and demonstrated nuccessful previous teaching apperience is required. The successful candidate will be expected to be able to teach a wide range of undergraduate mathematics courses. In addition, the individual will be expected to advise students, supervise student research projects, and have an ability and willingness to participate in the college's general education program. Send teller of application and curriculum wise to Dr. William Beck, Chair, Department of Mathematics, Charipm College, Pittsburgh, Pennsylvania 15212 by March 15, 1992, EOE.

Mathematics: Tenure track, assistantiassociate professor beginning fail 1992. Requires Ph.D., special consideration given to applicants in analysis, algebra, or topology. Expertise in computer science is highly desirable. Applicants should have a commitment to excellence in teaching and coemiqued actioistly activity. Sand letter of application, vita, transcripts, and 3 letters of recommendation to: Dr. Mary Moore, Dean, College of Aris & Sciences, University of Indianapolis, 1600 H. Hanna Avenue, Indianapolis, Indiana 46217. Review of applications begins March 2, 1992 and continues until position is filled. AA/HOE.

an Equal Opportunity. Affirmative Action
Employer.

Mathematics: Chatham College, an independent liberal arts college for women is accepting applications for a full-time, tenserepting applications for a full-time, tenserepting applications for a full-time, tenserept to decree Piegari, Departs of the full-time, tenserept to decree Piegari, Departs of the full-time tenserepting and continue and computer Science, Virginia Matter and Computer And Computer And Computer And Computer And Co

Mathemalics Education: Search extended. The Department of Curriculum and instruction invites applications for an Assistant Professor of Mathematics Education. This is a nine-month, teaure-track position beaining August 17, 1992 with possible summer employment, Respondibilities include teaching undergraduate and graduate courses both on- and off-campus, conducting research and scholarity writing, advising master's and doctoral students and supervising sudent teachers. Successful candidate will also be expected to participate in date will also be expected to participate in professional activities at local, state, resional, and national lovets, and provide service to local school systems and the University community. An estruct doctorate in education with an emphasis in mathematics education with an emphasis in mathematics education with an emphasis in mathematics education with an emphasis in mathematics education with an emphasis in mathematics education with a communication of the emphasis of succession in the emphasis of the e

Medicine: Mayo Clinic Mayo Foundation, Neomatologiat. A fourth neosatologiat BC/BE to join an active Department of Pediatrics Perjantal/Neomatal Program with busy Obstetrical/Perinatal/Neomatal Outreach effort. The Department of Pediatrics is staffed in all subspecialty areas. Consuct: Fredric Kleinbern, M.D., Department of Pediatrics, Mayo Clinic, Rochester, Minnesota SSDM, Mayo Foundation is an affirmative action and equal opportunity educator and employer.



SEARCH REOPENED KAPPA DELTA PI

Kappa Delta Pi is an International Honor Society dedicated to scholar-ship and excellence in education. The Society, founded in 1911, and currently serving 60,000 active members and 475 chapters, is seeking a Director of Publications/Editor.

DIRECTOR OF PUBLICATIONS

The Director oversees existing publications (The Educational Forum, the Kappa Delta Pi Record, the Scroll & Stylus, the Classifican Teacher Scries and other timely professional books) and provides leadership in creating innovative non-print media.

Applications are invited for position of Director/Editor who will undertake direct management of the Society's printhum-print publications. Major duties, oversee entire publication program, edit one or more journals, select equipment to be used at the West Lafayette, Indiana bendquarters, maintain and update information on readership, create marketing strategies, and represent the Society's publication interests in an international arena.

REQUIRED QUALIFICATIONS: Advanced graduate degree; knowledge of writing, computers, printing and publishing processes, experience with total process of obtaining manuscripts to publications maling; experience in the field of education; strong and effective administrative, managerial and interpersonal relations skills.

PREFERRED: Experience as an editor; public school or university teaching experience; possess a network within the education journal-ism field.

SALARY: Upwards from \$ 10,000 per year, depending on qualifications and comprehensive benefits package.

APPLICATIONS: Submit résumé with cover letter including a narmitée description detailing relevance of your qualifications and background to the responsibilities of the position, and names, addresses, and phone unmbers of three professional references. Provide examples of written work or examples of published works. Applications must be postmarked by April 6, 1992 and will be reviewed and remain open until filled.

Send to: Dr. Michael P. Wolfe Executive Director Kappa Delta Pi P. O. Box A West Lafayette, Indiana 47906

(For additional information, call 317-743-1705)

Kappa Delta Pi is an Equal Opportunity Employes

DIRECTOR ADMINISTRATIVE COMPUTING

Florida Atlanta: University, a member of the State University System of Florida, is speking applications for the position of Birecter of Administrative Computing. This position reports to the Assistant Vice President for Information Resource Management and is responsible for the overall planning, development, operation and maintenance of University administrative support systems. These systems include the processing required to carry on University operations, registration processing and course payments, accounting transaction processing, and timely submission of Board of Regents reports. The processing environment includes large IBM maintrame (MVS) AS400 and personal computer workstations. This position oversees a staff of 25 employees. Salary range \$35,920-64,708.

A Master's degree and six years of directly related experience or, a Dacholor's degree and eight years of experience is required. Experience must include at least three years of support responsibility in University administrative systems. In anciel information systems, or decision support systems. Candidates must have five years of management experience, of which at least three years must have been on computing or MIS functions.

Send letter of application, résumé, and names and phone numbers of three professional references to: Ms. Frances Crook, Director of Human Resources, Florida Atlantic University, 500 N.W. 20th Street, Boca Ra-ton, Fl. 33-31. Deadline for applications is March 12, 1992. FAU is an AA/EEO Employer.

Medicinei Pediatric faculty pusition. Faculty position available for pediatriclan as Associate Professor in the Denartment of Pediatric, College of Osteopathic Medicine, Michigan State University. Applicants must be graduate of approved college of podicine, have completed a pediatric resistency program with board elability or certification and must qualify for illucristure in the State of Michigan. This is a full time appointment impressor stream. Salary neartiable. Please submit application to flemand M. Kity. D.O., Professor and Chairperson, Michigan State University, Degartment of Pediatrics, B.-110 West Fee State, East Lunsing, Michigan 48E24-1316. Preference will be given to those whose application will be greetweb before March 13, 1992. Michigan State University is an Affirmative Action. Equal Opportunity Institution.

Medicine: Faculty position—Surgical Oncolopy. The Department of Surgery with State University School of Medicine inding in surgical oncology. The Department of Surgery and be Repassible to practification inding in surgical oncology. Candidates should be certified by the American Uparl of Surgery and be Repassible to practification in the State of Ohio. Previous analysis and the State of Ohio. Previous analysis and the State of Ohio. Previous analysis and the State of Ohio. Previous analysis and processor level. Primary dulks will include exacting and suspervision of medical standards and residents at St. Elizabeth Medical Center and the Davion vA. Wright State University is a sequal opportunity for individual with research and academic interest in human chronobology time-series analysis of Physiologic februaries will be delivered by a professor of medical standards of Surgery and professor developed in the state of the professor developed in the State of Physiologic februaries and the secondard of the State of Physiologic februaries and the secondard of the State of Physiologic februaries and the secondard of the State of Physiologic februaries and the secondard of the State of Physiologic februaries and the secondard of the State of Physiologic februaries and the secondard of the State of Physiologic februaries and the secondard of the State of Physiologic februaries and the secondard of the State of Physiologic februaries and the secondard of the State of Physiologic februaries and the secondard of the State of Physiologic februaries and the secondard of the State of Physiologic februaries and the secondard of the State of Physiologic februaries and the secondard of the State of Physiologic februaries and the secondard of the State of Physiologic februaries and the secondard of the State of Physiologic februaries and the secondard of the State of Physiologic februaries and the secondard of the State of Physiologic februaries and the secondard of the State of Physiologic februaries and the secondard of the Sta

Street, Suite 7000 C.H.E., Dayton, Ohio

Medicine/Anatorayi Assistani Professor. Job ordor oumber 652/772. This position will teach medical students Gross and Microscopic Anatomy requiring lecture and demonstrating extensively in the laboratory. Will also teach Gross Anatomy emphasizing on surgical applications to senior medical students in varied fields of students interest, incumbent will do advanced research in ultrastructoral anatomy. Requires M.D. or Ph.D. in Anatomy and one (1) year's hain as in Applied Anatomy and one (1) year's brond surgical experience in applied students will be ability to perform regional protection on the cadaver. No clinical thates or retirent contacts. Salary is \$2250 per month. Apoly at the Texas, Employment Commission Columns.



You could be ...

Director of Research

on earned Ph.D

demonstrated mentoring skills
 evidence of successful teaching in human development, developmental psychology, education, sociology, anthropology, or related areas evidence of ability to work cooperatively with colleagues
 excellent companies to a kills.

Desirables

experience in obtaining/managing external grants
 a history of scholarly publications in an applied science
 demonstrated research abilities

The Department of Occupational Therapy Education at the University of Kansas Medical Center announces a new position in the post-professional Master's Degree program for an Assistant Professor whose primary responsibilities are to share applied science knowledge and mentor graduate students and junior faculty in research design and grant activities. The position is a twelve-month appointment on the tenure track, although a nine-month appointment would be considered. Rank and salary are competitive and are negotiable commensurate with record in teaching, research, and educational qualifications. Date of appointment: July 1 or August 1, 1992 (special needs are negotiable).

Application deadline is April 10, 1992 or until position is filled. Letter of application, vita, and three letters of recommendation should be sent to: Linda McClain, Ph.D., OTR, FAOTA, 4013 Hinch Hall, 3901 Rainhow Blvd, Kansos City, KS 66160-7602.

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STUDENT AFFAIRS OFFICER III (APS-4)

The Educational Opportunity Program/Student Affirmative Action Program (EOP/SAA) works to increase student eligibility for admission to the University of California, assisting in matriculation, transition, and graduation from the University. The EOP component's primary responsibility is in the area of

This position is responsible for implementing the stated goals of the EOP/SAA program through management of the staff, linancial resources and physical facilities assigned to the Black/White components. The student clientele is primarily African American students throughout California, with special emphasis on inner city school, and low-income white students, many of whom are re-entry.

Requirements: Equivalent to M.A. Demonstrated management and supervisory experience. Experience working with African American students from inner city schools and low-income white students. Excellent oral and written communication skills. Demonstrated experience researching and designing program. Knowledge of higher education issues and concerns. Refer to Job #92-02-003 BE, Apply by 3/16/92. Send résumé to:

Personnel Servicev/Employment Unit University of California Santa Barbara South Hall, Room 3607 Santa Barbara, CA 93106 AAVEOE

Minority Student Services: Coordinator of Minority Student Services. Full-time position available August I to develop and implement a comprehensive program to meet the needs of minority students; serves as a reasource portion to be campus community in dealing with multicultural issues. Requiros bachelor's degree and significant experience in student programming, personal or group counseling or related field. A manner additional of workshops is helpful. Women and minorities are especially encouraged to only. Latter of amplication and resume to: Director of Personnel and Affirmative Action, State University of New York Codlege of Technology, Canton, New York 13617. AA/EEO.

Musteum Curalog/Agreenwitten.

couraged to apply. Latter of argulaculor and resume to: Director of Personnel and Affirmative Action. State University of New York (1361). AA/EEO.

Museum Curator/Aeronautics: Aeronautics Department, National Air and Space Museum. Smithsonian Institution. Weathington, D.C., is currently recruiting for the position of Museum Curator. salary range 946,210 to \$70,987 in the field of Military Aerospace. Technology. The incumbent performs curatorial tasks related to a maint collection of historic aircraft; scholarly and/or election of historic aircraft; scholarly and/or election of historic aircraft; scholarly and/or election of historic aircraft; scholarly and/or elections of historic aircraft; scholarly and/or elections of historic aircraft; scholarly and/or elections of historic aircraft; scholarly and/or elections of historic aircraft; scholarly and/or elections of historic aircraft; scholarly and/or elections of historic aircraft; scholarly and/or elections of historic aircraft; scholarly and/or elections of historic aircraft; scholarly and/or elections of historic aircraft; scholarly and/or elections of historic aircraft; scholarly and/or elections of historic aircraft; scholarly and/or elections of historic aircraft; scholarly and/or elections of historic aircraft; scholarly and/or elections of historic aircraft; scholarly and/or elections and bask relations of historic aircraft in the history of southwestern methodology; and a record of publication at the rofessional level in the history of southwestern methodology; and a record of publication of historic aircraft; scholarly and manufacture of bands with whole ensemble for a manufacture of bands with whole ensemble for an interest methodology; and a record of publication at the rofessional level in the history of southwestern methodology; and a record of publication at the rofessional level in the history of southwestern methodology; and a record of publication at the rofessional level in the history of southwestern methodology; and a record of publication a

MAINTENANCE CONTROL SYSTEMS MANAGER

This position with Princeton University includes primary re-sponsibility for maintenance control efforts for department of over 230 people.

Responsibilities will require the establishment and management of a Computerized Maintenance System (CMMS) for the University's physical plant facilities.

Selected applicant will take lead in selecting new CMMS, work with others to establish university interfaces, then start up and direct the day to day operation of the system working with trade supervisors. Will establish a new work order system, preventive maintenance program, scheduling systems, and other related CMMS modules. Selected person will work closely with shop supervisors to identify and establish all applicable maintenance and information requirements to meet shop and University

Applicant must have good hands on experience with computer ized maintenance management systems including preparation of data bases, work orders and scheduling, as well as at least 5 years of administrative/managerial experience in a multi-shop maintenance organization. Strong interpersonal skills are critical. A degree in relevant engineering field is desired.

Please send 2 copies of your resume to: Office of Human Resources, Department 5478-DJ, Princeton University, Clio Hall, Princeton, NJ 08544.



Princeton University

ASSOCIATE DIRECTOR OF RESIDENCE LIFE (Anticipated Vacancy)

Indiana University of Ponnsylvania invites applications for the posi-tion of Associate Director of Residence Life (anticipated vacancy). non or Associate Director of Residence Life (anticipated vacancy). The Associate Director of Residence Life is responsible for providing leadership for developing an effective community and student development program within IUF's fourteen residence halls and two apairment buildings, which have 4,200 students. Specific duties include responsibilities in the areas of: recruitment, training, supervision and evaluation of all testidence life staff, crisis intervention, residence hall discipline/judical system, student leadership programs, residence life publications, and policies and procedures.

Oughilications—Master's decreas in Student Berspaule Counsiling at

residence the publications, and policies and procedures.

Qualifications—Master's degree in Student Personnel Counseling or related area required. Minimum of five years' professional (post-Master's) experience. Knowledge of developmental theory, strong administrative, communication, and supervisory skills, and a commitment to promoting cultural diversity.

erested persons should submit a lotter of application, résumé, and ree current letters of recommendation to:

Chair, Search Committee Associate Director of Itesidence Life G-14 Sutton Hall, IUP Indiana, PA 15705.

Review of applications will begin March 12, 1992, and continue until position is filled.

Indiana University of Pennsylvania is an Affirmative Action, Equal Opportunity Employer.

pedagogy, ensemble, and related courses.
Master's degree required from an accredited university or conservatory. Doctorate preferred. Doctorate required for tenure. Major course work and experience in plano performance and material education. Familiarily with piano iterature, pedagosy, program dovelopment, and teacher training, familiarily with piano iterature, pedagosy, program dovelopment, and teacher training. Indicate the second of the college and dependent of the programs, casselle uppe of plano performance, and at least three letters of performance and teaching the performance and teaching the performance and teaching the performance and teaching the performance and teaching the performance and teaching the performance and teaching the performance and teaching the performance and teaching the performance and teaching the performance and teaching the performance and teaching the performance and teaching the performance and teaching the performance and teaching the performance and teaching the performance and teaching the performance and teaching the performance and the performance and teaching th 4015. An audition and teaching demonstra-tion will be part of the interview process. Utal State University is an Affirmative Ac-tion, Equal Opportunity Employer and en-courages qualified women and minorities to

Abolt: The University of New Mexico, Department of Music, invites applications for a lanuar-track position as Assistant Professor, Flute Instructor, beginning August 17, 1992. Master's degree or equivalent iterminal degree preferred), qualified to teach anduates and undergraduates, record of successful college teaching experience artist-unisty performer. Teach applied fute, fine methods, coach chamber music; opportunity to perform with a faculty woodwind quintet. Application to include detailed vite; three [3] letters of recommendation to be sent directly from the source of aspect; programs, reviews, supportive materials representing last three years of applicant, scilvities and tape. (Tapes will not be returned, Deadhne is April 12, 1992. Write Bradiey Elliaghod, Chair, Department of Music, University of New Mexico, Albaquerque, New, Mexico, 27131-1411. The University of New Mexico is an Equal Opportunity Employer. Women and minor-lifes are engouraged to apply.

Musici Instrumental, Malone College, Canton, Uhio, Tenure track position, rask open, beginning August 1992. Position in instrumental music, Must have the shiftly to develop an Instrumental program. Must also have knowledge and experience in modern music technology. At least one other react of experies in either theory, music entertaint in the program of the progra

Opportunity Employer, M/P/H/V.

Music: Band Director, Assistant/Associate Professor. Direct concert, marching, sepand jazz bands; teach applied brass, instrumental methods; recruit for programide porturent. Qualifications: Ph.D. in music desired; master's required; successful college teaching experience desired; demonstrated excellence at the high school band ievel required; performance ability on a brass instrument. Starting Date: August 20, 1992. Salary: Nexotiable: excellent benefits. Submit letter of application, returns. Credential file and supporting material, and three current letters of reference too tapet nowly to Southern Utah University. Personnel Office, Administration 304D. Creder City, Utah 4720. Closing Date; March 16, 1992. An Equal Opportunity. Assistant of Article Action Employer.

Music: Applied Voice Teacher. The University of Texas at Tyler, an upper division the University of Texas at Tyler, an upper division the University of Texas at Tyler, and gradual a chool, invites applications for a position in voice and related gress. Soprano, Mezzo or Contrains preferred but serious consideration will be given to all voice classifications.

WACE 1813

DIRECTOR OF RESEARCH AND **ASSISTANT TO THE PRESIDENT**

The University of North Alabama Invites applications and nominations for the position of Director of Research and Assistant to the President. The Director is a member of the Executive Committee of the University and reports directly to the President. In this position, the Director lacilitates sponsored research by the faculty, assists in preparing and processing grant applications, conducts institutional research, analysis, planning and institutional effectiveness activities and oversees other matters relating to the maintenance of the institutional database and the reporting of information to external aspecties. The Director serves as university faison to the Alabama Commission on Higher Education and other state and federal agencies. The person holding this position serves as the Chair of the Planning and Institutional Effectiveness Committee, the Director also serves on the Research Committee, the Budget Committee and on such other committees as requested by the President. The Director also assists the President in special projects and activities which support the overall operation of the Office of the President.

RULLETIN BOARD: Positions available

The preferred qualifications for this position include a Ph.D. or other earned The preferred qualifications for this position include a Ph.D. or other earned doctoral degree with a strong background in psyclametrics and extensive knowledge of statistical techniques and computer-based information systems; experience in grant-writing and conducting or over-steing sponsored research with a record of having obtained or facilitated fixteral, state or private grants for research; organizational and decision-making skills; strong verbal and written communication skills; strong interpersonal skills; initiative; database management skills; and ability to analyze and interpret data to conduct survey research. Salary will be competitive.

The University of North Alabama is a regional university with approximately 5,700 students and is composed of four schools: Arts and Sciences, Business, Education and Nursing, Graduate programs are currently offered in the Schools of Business and Education. The University is located in Florence, which is part of the Shoals Area of Northwest Alabama. This area is on the Tennessee River and serves as the cultural, medical, recreational and commercial center for Northwest Alabama and portions of Mississippi and Tennessee.

Initial screening of applications for this position will begin on April 15, 1992. The position will be filted effective July 1, 1992, subject to the availability of funding at that time. A letter of application or nomination, current reformed and the names, addresses and telephone numbers of three current references should

CHAIR OF THE SEARCH COMMITTEE
DIRECTOR OF RESEARCH AND ASSISTANT TO THE PRESIDENT
UNIVERSITY OF NORTH ALABAMA
BOX 5043
FLORENCE, ALABAMA 35632-0001

An Equal Opportunity Employer Applications from Women and Minorities are Encouraged



EAST CAROLINA UNIVERSITY Division of Student Life Director of University Housing

Effective Date: July 1, 1992

Responsibilities: The director reports to the Vice Chancellor for Student Life and is responsible for the administration of a comprehensive University Housing program. Reporting to the director are two assistant directors, a support staff of six, a maintenance team of four, and thirty student staff members. Major areas include the maintenance, repair and extensive renovations of fifteen residence halls with a capacity of 5,500 students; fiscal management of budget in excess of seven million; contracting and assignments; and student services including computer resources, fifteen opportunities, safety and security, and personalization programs. The office of University Housing is not responsible for Resident Education.

Regularmanta December 1997

Regultements: Doctorate preferred, Master's required in Student Personnel, Higher Education or other related field with five years of progressive administrative experience at a comprehensive moveranty in the homony pro-

University Description: East Carolina University is located in Greenville, North Carolina, 85 miles from the North Carolina coast. A senior unit of the University of North Carolina, East Carolina University has a current enrollment of 17,000 students.

Salary: Commensurate with degree and qualifications Applications: Applicants should send letter of application, résumé, and three letters of reference to:

Dr. Alfred T. Matthews, Chair Search Committee Vice Chancellor for Student Life East Carolina University Greenville, N.C. 27858-4553

Closing Date: Applications will be received until position is filled. AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION UNIVERSITY, APPLICANTS MUST COMPLY WITH THE IMMIGRATION REFORM AND CONTROL ACT.

Strong performance and keyboard skills are required. Interest and expertise in the teaching of class voice, pechagosy, chamber inside. Dish or other appropriate terminal candro operations of the chair track appointment at the rush of Assistant Professor. Series required for tenure track appointment at the rush of Assistant Professor. Series and the rush of Assistant Professor. 1992 and the steach process will cooline under an interest of the rush of Assistant Professor. 1992 and the steach process will cooline under the rush of Assistant Professor. 1992 and the steach process will cooline under the rush of the commentation of the commentation of the commentation of applicants should forward a length on manbers, and such casted the placement file patient of the comments references with command an audio casted tape of recent, representation of them minutes, pleased to: Or. I have the professor and telephone numbers, sensitive performance selections (maximum of them minutes, please) to: Or. I have the professor and telephone numbers, sensitive performance selections (maximum of them minutes, please) to: Or. I have the professor and telephone numbers, and the candidate will conduct the wind ensemble, marching band, and percussion class, and have other teaching reprossibilities depending on electric states of the candidate's streamths. The Doctorate is required for tenure. Other qualification include demonstrated excellent character, and the candidate's accordance with the representation of the sesponsable transmitted to the professor of the profess

West Virginia University

West Virginia University is seeking three Program Coordinators for grant-funded national programs providing technical assistance and training to small communities in the areas of wastewater treatment, drinking water supply, and solid

These programs are: The National Small Flows Clearinghou A long-established national program delivering information and technical assistance to small communities in the ar of alternative wastewater treatment. Host agency is EPA; Stall of 32

The National Drinking Water Clearinghouse A new national program delivering information and technical assistance to small communities in the area of drinking water supply. Host agency is Fermers Home Administration; Staff of 11

The National Environmental Training Center for Small Communities A new national program to assist trainers now serving small communities in the area of wastewaler treatment, drinking water supply, and solid waste disnosal Host agency is EPA; Staff of 12

Qualilications include: Masters Degree In Business
Administration, Public Administration or related discipline or equivalent experience Demonstrated leadership experience as a manager, including all aspects of grant and program management and Knowledge of small community issues and information dissemination highly

 The National Environmental Training Center prefers an individual with training experience in the public or private sector.

Deadline: Until positions are filled.

Please submit resume and salary history to: John L. Morl, Ph.D., Manager Environmental Services & Training Division P.O. Box 6064 Morgantown, WV. 26505

Minorities are encouraged to apply. West Virginia University is an affirmative action/EOE employer.

Director of Observational **Methods Core** and

Research Investigator

The Frank Porter Graham Child Development Center, in conjunction with the Mental Retardation Research Center of the University of North Carolina at Chapel Hill, is searching for a Director of an Observational Methods Core and Research Investigator. The functions of this position include: 1) assist present references asing observational methodology, 21 administer the observational methodology, 21 administer the observational methodology, 22 administer the observational methodology, 21 administer the observational methodology, 22 administer the observational research methods, and 4) establish and conduct a program of research related to this development of children with mental retardation. Applicants must have a Ph D. In Education, Psychology, Allied Health, or other discipling related to child education and development. Extensive research experience using observational methods and publications and grants related to children with developmental disabilities are highly desirable. Send résumé and tires dren with developmental disabilities are highly desirable. Send résumé and three leriters of recommendation by April I. 1992, to Don Balley, Chair, Observational Core Search Committee, FPG Child Development Center, CB #8.180, University of North Carolina, Chapel Hill, North Carolina 27599. The University of North Carolina 27599. The University of North Carolina at Chapel Hill is an Equal Opportunity, Affirmative Action Employer. Women and members of minority groups are especially encouraged to apply.

A Bulletin Board notice will reach the audience you want to reach-persons in academe.

COUNSELING **PSYCHOLOGIST**

Appalachian State University BOONE, NORTH CAROLINA

Appalachian State University invites applications for the position of Counseling Psychologist in the Counseling and Psychological Services Center. Appalachian State University, established in 1899, is located in Boone, North Carolina, near the borders of Virginia and Tennessee and in the midst of one of the most popular year-round recreation areas in the Eastern United States. A member institution of The University of North Carolina System, Appalachian State University has an enrollment of more than 11,500 students and offers both undergraduate and graduate degrees in over 170 different program areas.

The Counseling Psychologist reports to the Director of the Counseling and Psychological Services Center. This is a twelve-month position and is responsible for providing individual and group therapy services to students and the coordinating and supervising of a paraprofessional career counseling program. In addition, this person would provide training and supervision to graduate students, consultation to students, faculty and staff, and be involved with outreach and crisis management activities. Teaching in an academic department is optional.

The Counseling Psychologist will have a Doctorate in Counseling, Counseling Psychology or Clinical Psychology with training, experience, and an interest in college counseling work. Preference will be given to applicants who have completed APA approved academic and internship training.

Anticipated starting date will be July 1, 1992, at an annual salary of \$30,000 (plus North Carolina state employee benefits). Completed applications must be received by April 15, 1992. Applicants should submit a letter of application, a résumé, and three letters of reference to: Dan Jones, Training Director, Counseling and Psychological Services Center, Appalachian State University, Boone, North Carolina

Appalachian State University is an Equal Opportunity Employer.

Appalachian

sources Department, C-1 Alumni Hali, Mansfield University; Mansfield Pennsylvania 16933, Rovisw of entertials will begin March 1, 1992, Mansfield University is an Affirmative Action Employer and encourages the applications of women, amorties, and the trandicapped.

Music, Piano Pedagosy, Assistant Professor—West Claster University; a Department of Kayboard Music seems applications of the encourage of plano pedagosy, class of the professor of piano pedagosy, class and stadio plano, beginning September. 1992 to teach two (2)

Astistant Professor talanes begin at \$29,905 and include an excellent benefits package. Candidates invited to campus for an interview will be required to teach a class plano session, a private studio leason, and perform a soft oplano andition. Sand professional resume, official transcripts, three letters of recommendation, and support materials (no tares), postmarked by April 5, 1992, to: Mr. Frantieles Fundel, Knyboard Music Department, West Chester University, West Chester, Pennsylvania 1933. AAPCD. Women and minoriales are encouraged to apply.

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IOWA STATE UNIVERSITY

University Extension

Director for Business and Industry

The Director reports to the Vice Provest for Extension and will be

responsible for the coordination and administration of Extension to

Business and Industry, including educational programs to enhance

the profitability and sustainability of business and industry in loss,

development of innovative and dynamic programs to be achieved

by the appressive pursuit of both traditional and nontraditional sources of funding, creative and maginative use of technology and

modern delivery systems, interaction with state and national

organizations, and effective utilization of human resources.

Candidates should have an carned doctorate in engineering or

business and be obgible for a faculty appointment in either the College of Engineering or the College of Business. The successful

candidate must have at least tive years of professional experience

(preferably with significant involvement in manufacturing) and

demonstrated leadership in building and motivating interdiscipli-

nary teams in a multilevel program delivery system. In addition,

he/she should have demonstrated ability to solve problems relate

to business and industry. Administrative experience is preferred. Salary for this position is competitive and commensurate with

Review of applications will begin March 16, 1992, and continue until

the position is filled. Candidates should send inquiries or resume, letter of application, and list of five references, to: Jerry Hembd,

Chair Search and Screen Committee, University Extension, lowa State University, 108 Curtiss Hall, Ames, IA 50011 (515) 294-8397.

Iowa State University is an Affirmative Action/Equal Opportunity

employer. Iowa State University is actively recruiting women and

DIRECTOR

Counseling and

Student Development Center

The Johns Hopkins University is accepting applications for a psychologist to develop and direct a new counseling and student development center that includes mental health and career counseling, substance abuse counseling, and pastoral counseling, outreach and placement. Will also develop and oversee a budget, provide supervision, staff development and appropriate training sessions for ten (10) professional and four (4) support staff; and work towards the establishment of an American Psychological Association approved training site. Position reports directly to the Dean of Homewood Schools Services.

Fd.D. or Ph.D. required in Counseling Psychology or related discipline and license as a psychologist in the State of Maryland with elinical experience. Also requires five (5) to ten (10) years' administrative and management experience in mental health or other appropriate student service area at a research oriented institution. If qualified please send letter of application with resume, names and addresses of flure references and salary requirements by March 6, 1992 to:

The Johns Hopkins University 34th and Charles Sts Baltimore, MD 21218 Attn: Danothy P. Boan 146 Garland Hall

Excellent benefits including life and health insurance, and dental and tuition plans for staff member, apouse and dependent children.

Smoke-free and Drug-free

qualifications and experience.

UNIVERSITY OF MARYLAND BALTIMORE COUNTY

Residence Hall Director(s)

The Office of Residential Life at the University of Maryland Beltimore County (UMBC) Invites applications for the position of Residence Hall Director.

The University of Maryland Baltimore County was established in 1986 as the newest of the University of Maryland system campuses. Located near Baltimore. UMBC's current enrollment is approximately 10,000 students. Over 2,200 rasidents are housed on campus in four residence italis and three apartment complexes.

The Residence Hall Director is responsible for the overall quality of life for residents living in one of the residence halls, each housing approximately 325 students. Responsibilities include overall management and administration of daily residence half operations; facilitation of the personal, social and academic development of students; implementation of developmental programs; day-to-day student contact; supervision of student paraprofessionals; management of 24-hour deak operation; individual courseling; group advising; resolution of judicial maters; assistance with summer conforence program; on-call responsibilities; and performance of central office duties as needs or interests dictate.

Interests occase.

The itali Director is a full time live-in professional staff member. This is a contractual position with a year-to-year appointment. A Master's degree in Student Personnel Services, Student Development. Counseling or a related area is strongly preferred. Prior live-in residence hell experience required. Solid foundation in student development theory and demonstrated shifty to relate to a mutilicultural student population are very desirable. Salery is competitive. Furnished apartment, meats, paid annual and sick leave provided, and access to group life and health insurance.

Application materials must be received by April 1, 1992. Send latter of intent, résumé end 3 lotters of reference to:

Kim Leisey, Chair Assistant Director of Residential Life Room 105, Hillcrest Building University of Maryland Baltimore County Baltimore, Maryland 21228

Applications will be taken and interviews conducted at the American College Personnel Association and the National Association of Student

The University of Maryland is an Equal Opportunity, Affirmative Action Employer. Women, persons of color and persons with disabilities are encouraged to apply.

RESIDENT DIRECTOR

Responsibilities: Personal counseling, academic advising, program planning, staff supervision, community development, and informal contact with approximately 150 students. Quarter time outside area sseignments. Requires the following strengths: common sense and good judgment; a highly developed academic comfort level; the ability to work as a member of a group and as an individual; self-motivation and commitment; listening skills; the ability to set limits; and flexibility, openness, and tolerance for ambiguity.

Qualifications: Master's degree in student personnel, counsailing, or related field preferred, but bachetor's degree plus 2 years' experience

Benefits: Salary \$16,750 (10 months), furnished apartment, and eligi-Screening Interviews: Oshkosh Placement Exchange and prearranged at ACPA and NASPA.

Application: Cover letter, résumé, reference list with phone numbers, and transcripts by April 13, 1992 to Jannifer R. Krohn, Associate Dean of Student Affairs, Grinnell College, Box 805, Grinnell, Iowa 80112-0810; 515-269-3702. Grinnell College is an AA/EEO employer and es-

Attaic Education: Choral Emphasis, Bell State University, Muncle, indiana. The School of Music invites nominations and applications for a ful-direc, tenure-track upportune and the rank of assistant professor to teach undergraduate and graduate music education (choral emphasis) and particular electronic professis area. Missimum qualifications: completed doctorate in Music Education and experience. Consider technological area. Missimum qualifications: complete doctorate in Music Education (Ph.D., D.M.A., D.A., or Ed.D. incid ectional completed management of Nursing Balse State University Boise, idaho (Th.D., D.M.A.D.A., O.A., or Ed.D. are all acceptable); collectate tenching experience (State Visional Confect of Nursing State Visional Confect of Nursing Visional Confec intervention of Music, Ball State University; Auncie, Indians 47366-4610. Scores, lapses ariding scholarly papers will be requested of finalists; please do not avoid these materials used requested. Formal review of applications be juin on Ayrill 3, 1992, and will consigne until the position is falled. But Sinic University is an institution of Over 20,000 authors be position; is falled to the sound surproximately School of Music offer; Bachetor 3, Marsing; Nurse Faculty. Pall or part-time position available to teach in Nursing Administration of Superchanal States and But grackers and has an emphasize of indianapolis. The nursing the surproximality of the surproximality of the surproximality of the surproximality of the surproximality of the surproximality of the surproximality of the surproximality and the surproximality indianapolis. The material surproximality of the surproximality of the surproximality of the surproximality is surproximally the surproximality of the surprox

Numbers Access the Pacific Northwest by injuries dynamic team of number professional providing education in an N.I.N.400 credited department of marsine. Applications are welcome for baccalaureate positions.

Nursing: Nurse Faculty. Pull or part-time position averlable to teach in Nursing Administration track of MSN program beginning Pal 1997. Classroom and practicum appervision are part of the teaching sapponshillies. Individual must have MSN with all one administrative experience, as well as classed aperience. Preference given to notividuals who are obtained appropriately of the program of the MSN and the propriate of ABD; also to individuals who are occupially prepared or ABD; also to individuals who are certified in Nirsing Administration, Salary and reak are competitive. Excellent benefits for full-lime employees. Please submit refurnite curriculari vites and letter of inquiry to: Chair, Southern Connecticnt State University, 501 Crescent Street, New Haven, Connectic

Search Re-opened

DIRECTOR OF TESTING Tennessee State University

The Director will report to the Vice President for Academic Affairs and will be responsible for the successful and efficient operation of the University Testing Center.

Qualifications: Earned doctorate in an appropriate field in education or psychology. Experience in testing. Knowledge of career development theory, student personnel services, management of group testing, and assessment as it relates to an institution of higher learning is essential. Excellent communication, organizational, interpersonal, and problem solving skills. Knowledge of computer programming and/or operation and experience in securing contracts with outside vendors are also preferable.

Responsibilities: Will be responsible for on-going assessment of Center and staff needs; coordination of all test development/administration projects required for the University and selected outside vendors; interpretation of test data; extensive coordination and communication with all levels of University personnel and outside vendors; staff supervision; and budget preparation and control. Will also perform other related duties as assigned by the Vice President for Academic Affairs. Salary: Negotiable,

Deadlins for Application: Search open until position is filled. Screening begins March 1, 1992. Send nominations and applications to:

TENNESSEE STATE UNIVERSITY VICE PRESIDENT FOR ACADEMIC AFFAIRS 3500 JOHN MERRITT BLVD. NASHVILLE, TENNESSEE 37209-1561

include letter expressing interest in the position; vitae; and names, addresses and telephone numbers of at least three references. For additional information contact Dr. Arthur C. Washington, Vice President for Academic Affairs, at (615) 320-3410.

SUNY BROCKPORT DIRECTOR OF ACADEMIC **COMPUTING SERVICES**

The State University of New York College at Brockport invites applications for Director of Academic Computing Services. SUNY Brockport is a 4 year college of arts and science, offering Bachelor's and Master degrees, with a 10,000 student population. The main academic computer is a Prime 6450, with 60 library users, and additional users on the campus network. The campus also supports a variety of PC's and Macintoshes.

The Director of Academic Computing Services directs all operations and services of the unit; assumes a leadership role in developing future plans involving computer-based technology; assist the campus in curricular, instructional, research and administrative activities; provides training and assistance in the use of computer-based technology; recommends hardware, software, enhancements and upgrades; acts as a liaison with vendors and SUNY Central.

The successful candidate must have a Master's degree in computer science or related area; at least five years of varied academic computing experience; demonstrated leadership and the ability to communicate with the entire academic community; surong communications and interpersonal skills; experience with superminis, PC's, and networks; vision to deal with emerging technology; and ability to work with culturally diverse populations.

Applications including current curriculum vitae and three references should be sent to Edward J. Keily, Assistant to the President, SUNY College at Brockport, 408 Allen Administration Building, Brockport, New York 14420. Beginning review date is April 1, 1992. The position will be available on or before October 1, 1992. AA/EOE.

feur 06515. SCSU is an Equal Opportunity

Amployer.

Nursing: Tenure track faculty positions. The University of Minessots School of Mursing is seeking to fill three tenure-track positions to develop new and expanding areas of protrammings in nursing. Rank and tenure are negotiable depending uno qualifications. The School of Nursing offers baccalaurente and graduate programs. The baccalaurente program is teracted toward high shellity students, and places emphasis of critical shaking, excellence in clinical structure, and the development of skills to address professional and eithers issues. Hunghauses in the MS program include preparation in research and preparation as an advanced clinical practitioner, curre mapager, pr quipe especialor. The Ph.D. program is designed to prepare acholars in search a. S. designed to prepare acholars in searche, Areas of research in the Ph.D. programs.

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icut 06513. SCSU is an Equal Opportunity Employer.

Nursing: Associate Dean for Academic Affaira. The School of Nursing at the University of Texas Health School of Nursing at the University of Texas Health School has over official to be added to the Committee of School has an active faculty position responsible for academic contents. The School has over official contents and official school has over official contents and the Caparitants. The School has over official contents and the Caparitants. The School has over official contents and the Caparitants. The School has over official contents and the Caparitants. The School has an active faculty practice plus a bursing care. Requirements include teaching make a cademic administrative experience, master a in nursing with doctorate preferred. Candethes and official competitive salary and frings benefits. Send vitae and three lenters of reference, to Dr. Patricia, L. Starck, Portland, and Competitive Salary and frings benefits. Send vitae and three lenters of reference, in the Caparitants of Parcell Contents are contraged to amply, Marsing: Paculty positions. The Medical Colleges of Georgia School of Nursing is acceptions amplications for faculty positions that Departments of Parcel-Child, Command and Parcell Colleges of Georgia School of Nursing is acceptions amplications for faculty positions full Departments of Parcel-Child, Command and Marsing Parcel-Child, Command and Parcell Colleges of Georgia School of Nursing is acceptions amplications for faculty positions full Departments of Parcel-Child, Command and Parcell Colleges of Georgia School of Nursing is acceptions available September 1, 1992. The Juneau Colleges of Georgia School of Nursing is acceptions and Augusta Companies, Narional Committee and Insterials to: A. Marilyn Sima, Ph.D., Chair, Scarch Committee, University of Minnesota, School of Nursing is acceptions and Augusta Companies of Committee, School of Nursing is acceptions and content of the Committee and Committee and Committee and College of Geor

Nursing: The School of Nursing at the University of North Alabama invites applications for a foll-time temper-track faculty position adult health aursing, contingent upon the availability of funds, starting August 24, 1992, in an MLM accredited bacefaurents program. Requipments: earned doctorate with major in adult health including a minimum of 18 semester hours of graduate coursework in nursing field and undergraduate teaching experience. Reak and salary commensurate with sprosidered when commensurate with sprosidered when received with the process continuing until the position is filled. Affoority applicants are encouraged. Start resume, unofficial copies of transcripts, and the tames, addresses, and telephone numbers of three references to: Mr. Robort S. Steet, Director of Human Resources and Affordative Action, Rox 5043, University of North Alabams, Plorence, Alghams 3563-20001. An Bourley Language Language Course of States of the North Resources and Affordative Porence, Alghams 3563-20001. An Bourley Language Language Course of North Alabams, Plorence, Alghams 3563-2001. An Bourley Language Language Course of North Alabams, Plorence, Alghams 3563-2001.

available in Adult Health and Peduatric Nursing in this NLN accredited school of fective September 1, 1992. Requirements include an appropriate master a degree in nursing. Freference given to applicants with Nurse Practitioner Certification. V.S.C. is a fully accredited co-educational liberal arts college located in a beautiful family oriented community with excellent public schools. Application deadline is March 16, 1992. Send vita and three reference letters to Dr. Patrica Bohannan, Dean, School of Nursing, Valdosta Siste College, Valdosta Georga 31698; (912)333-5959. An Equal Opportunity, Affirmative Action Employer. 1992. (1) Family and Community Heith Nurse Practitioner, Qualifications: occar at degree and certification as a Family Nurse Practitioner and Certification as a Family Nurse Practitioner required. Responsibilities be clude lectures, clinical supervision, and student advising for Master's land students. Qualified candidates also have the dents. Qualified gandidates also have the oppropriately to guide graduate also have the search activities. (2) Material Child Beath Undergraduate Faculty. Qualification doctoral degree in Nursing required, Responsibilities include lectures, Clinical superior induced the students, dealing what child beating families and student advists for undergraduate attacents. Pull-importer for undergraduate attacents. Pull-importer for undergraduate attacents. Pull-importer for undergraduates attacents. Pull-importer for undergraduates attacents. Pull-importer for undergraduates attacents. Pull-importer for undergraduates attacents. Pull-importer for undergraduates attacents. Pull-importer for undergraduates attacents. Pull-importer for undergraduates attacents. Pull-importer for undergraduates attacents. Pull-importer for undergraduates attacents. Pull-importer for undergraduates attacents. Pull-importer for undergraduate attacents. Pull-importer for undergraduate attacents. Pull-importer for undergraduate attacents. Pull-importer for undergraduate attacents. Pull-importer for undergraduate attacents. Pull-importer for undergraduate attacents. Pull-importer for undergraduate attacents. Pull-importer for undergraduate attacents. Pull-importer for undergraduate attacents. Pull-importer for undergraduate attacents. Pull-importer for undergraduate attacents. Pull-importer for undergraduate attacents. Pull-importer for undergraduate attacents. Pull-importer for undergraduate attacents. Pull-importer for undergraduate attacents. Pull-importer for undergraduate attacents. Pull-importer for undergraduate attacents. Pull-importer for undergraduate attacents. Pull-importer for undergraduate attacents childbearing families and student and for undergraduste student. Pull-time positions to other specialty area single a available. Application deadher also be available. Application deadher applications, official transcript in the property of the property Nursing: Full-time tenure-track position. Available in MLN accredited beccalaurease degree nursing program to begin Fall 1992 somester. Doctorate in nursing or related field required. Master's degree in nursing: chrosic filmess, serontolosy/rehabilitation, required. Teaching experience preferred. Résumés and timale experience preferred. Résumés and transcripta submitted by April I. 1992 to: E. Cowen, Chair. PPW/Parkview Hospital Nursing Program, 2101 Coliscent Bouleaux 1992.

Afternative Actions Education: Tenses track Assistant Professor to teach and develop business communications, agree computer applications, and other applications and other applications conduct research and systems counters; conduct research and publish his results; advise student; speak professional departmental during conficultions of crain and professional departmental during conficultions dealered are an appropriate or A.B.D., teaching appellances to be a publications and presentations record, and business experience, Potalison to be a August 1972 and applications to be a August 1972 and applications to be a August 1972 and applications of business are public. Sent applications of beautiful to received until Mayer 1, 1982, or until the position is filled. Sent applications of the professions and Business Education, College of Business and Public Affairs, Murray and College of Business and Public Affairs, Murray and College of Business and Public Affairs, Murray and College of Business and Public Affairs, Murray and College of Business and Public Affairs, Murray and College of Business and Public Affairs, Murray and College of Business and Public Affairs, Murray and College of Business and Public Affairs, Murray and College of Business and Public Affairs, Murray and College of Business and Public Affairs, Murray and College of Business and Public Affairs, Murray and College of Business and Public Affairs, Murray and College of Business and Public Affairs, Murray and College of Business and Public Affairs, Murray and College of Business and Public Affairs, Murray and College of Business and Business and Business and College of Business and Business and Business and College of Business and Business and Business and Business and Business and Business and Business and College of Business and Business and Business and Business and Business and Business and Business and Business and Business and B

BULLETIN BOARD: Positions available

SYSTEM AFFIRMATIVE ACTION OFFICER

The University of South Carolina

The University of South Carolina invites applications and nominations for the position of Affirmative Action Officer. The University is a nine-campus system with a total enrollment of over 41,000, including approximately 26,000 students on the USC-Columbia campus. Columbia is the state capital and the geographic, economic, and cultural center of the state, with a metropolitan population of over 463,000.

POSITION: The System Affirmative Action Officer will conduct and/or sponsor programs to create and increase awareness in all areas relating to affirmative action, advise the University on AMEEO issues, oversee annual updating and implementation of the University's affirmative action plans, work assertively with University faculty, administrators and stelf, including the Affirmative Action Coordinators of the other eight campuses, on the implementation of affirmative action goals, monitor AA/EEO compliance, serve as a liaison with organizations both internal and external to the University system, serve as the ADA and section 50/4 Coordinator, prepare all necessary reports, coordinate compliance with the South Carolina Commission on Higher Education's Access and Equity Program, and investigate internal complaints of unlawful discrimination. POSITION: The System Affirmative Action Officer will conduct and/or spon

unlawful discrimination.

QUALIFICATIONS: Candidates must have a master's or an equivalent advanced degree and at least four years of professional experience related to AA/EEO in a higher education setting. The candidate's previous experience must demonstrate a high degree of diplomacy, judgment, ability to work efficiently with persons at all levels, and the ability to communicate clearly and effectively orally and in writing. Each candidate should submit a brief statement of his/her philosophy concerning AA/EEO as applied to higher education and why be/she is interested in, and qualified for, the position.

APPLICATION: The System Affirmative Action Officer reports directly to the President of the University of South Carolina. Salary will be commensurate with the successful candidate's qualifications and experience. Screening of candidates will begin upon receipt of applications and will continue until a successful candidate is appointed. It is anticipated that a selection will be made during the Spring semester 1992.

All nominations, letters of application, brief statement of AA/EEO philosophy, and a curriculum vitae including names, addresses, and telephone numbers of three professional references should be submitted to the following

Professor John McFadden, Chair Affirmative Action Search Committee

The University of South Carolina is an Affirmative Action, Equal Opportunity Institution and Employer.

ATA COMMUNICATIONS

The Irvin E. Houck Computing Center at Oberlin College is seeking a resourceful, high-initiative individual to take a key leadership role in providing computing networking services to the Oberlin College community

This full-time Administrative and Prolessional Staff position involves primary responsibility for continuing development, installation, operation and maintenance of an FDD/ethornet-based campus-wide data network and the associated local area networks. The selected condidate will possess:

– 2+ years of experience in data networking - Knowledge of TCP/IP, NFS, DECnot and AppleTalk

tionce with local area nelworking of Maciniosh and Exparance with local fired networking or machinest and MS-DOS computers

Knowledge of evolving standards such as OSI and FDDI

- Strong communication/interpersonal skills - Management/suporvisory capabilities

We provide a competitive salary commensurate with your we provide a competitive salary commensurate with your background/experience plus attractive benefits that include a generous pension program, fully paid medical and long-term disability insurance, one month annual vacation, life insurance and tuitton support for children For prompt, confidential consideration, direct your resume, salary history/requirements and the names and telephone numbers of three professional references by March 6th, 1992 to: Kanneth R. Ervin, Computing Center, OBERLIN COLLEGE, Oberlin, Ohio 44074, Lale applications will be considered until continue titled. Altern

MANAGER

OBERLIN COLLEGE

OBERLIN COLLEGE

OBERLIN COLLEGE

State of the control of the co

women, minorities, and the disabled
Philosophy, Grinnell College, Grinnell,
Josa, Possible one-year lease replacement
beginning in August of 1992 Assistant Profersor (Ph.D.) preferred, Instructor (ABD)
ir Associate Professor possible. Areas of
specualization should include two or more
of the following philosophy of science,
philosophy of language, twentieth-century
analytic philosophy, American philosophy.
Area of competence: logic. The following
areas are not needed: ancient, modern,
instete neth- and twenfieth eastury Coulinental, ethics, political philosophy. Five
courses over two semesters, undergraduate
level. No non-tracking duties, so summer
school. Salary competitive. Candidates
should have a strong interest in undergradtaste teaching in a liberal arts environment.
To be assured of consideration, send letter,
vist, and complete dossier by April 10 to
David Hagnus, Esparingent of fallscophy,
Grinnell College, Box 808, Grinnell, towa

University of Pittsburgh

DIRECTOR

HOUSING AND FOOD SERVICES

Responsibilities: The Director of University Housing and Food Services reports to the Vice President for Student Affairs. The Director is responsible for planning, budgeting, labor negotiations and administration of University Student Housing as well as all food service and vending operations. The Housing Department provides facilities for over 5,000 students, has a full-time staff approximating 350, and has an operating budget in excess of \$18 million. The Department of Housing and Food Services is a completely self-supporting auxiliary enterprise.

Minimum Qualifications: A Master's degree in student personnel administration or a related field is required along with a minimum of 10 years' experience in higher education administration (student services preferred). The successful candidate will exhibit a proven record of accomplishments in related areas; a documented record as an effective leader and trainer; and demonstrate excellent communication and analytical skills.

The University of Pittsburgh is located in Oakland, the educational and cultural center of the City of Pittsburgh, PA. The University is an urban, research-oriented institution with an enrollment of approximately 28,000 Starting Salary: Competitive and commensurate with experience

Applications/nominations must be received on or before March 31, 1992. Send letter of application/nomination, curriculum viae and current names, addresses and telephone numbers of at least three references to:

Mr. Geoffrey Wood, Search Committee Chairperson do Mr. Robert G. Houston Office of the Vice President for Student Affairs University of Pittsburgh William Pitt Union, Room 130 Pittsburgh, PA 15260

The University of Pitrsburgh is an Affirmative Action and Equal Opportunity Employer.

ENGINEERING LIBRARIAN

Portland State University

Portland, Oregon

(Search Extended)

Subject responsibility for Engineering (Civil, Electrical, and Mechanical), Systems Science, Computer Science, and Mathematics. Daties include refer-ence, bibliographic instruction, faculty liaison, online searching, and collec-tion development. Requirements: ALA-accredited MLS; relevant undergraduate degree and two years' professional reference service in an academic or technical library (may be waived in lieu of subject graduate degree). Salary/rank: Assistant Professor (min. S0.080/yr.), monthly benefits contribution of \$323; tenure track; 12-month contract; twenty-two days' vaca-

Portland State University is located in an urban setting convenient to Pacific Northwest recreational opportunities. The Portland metropolitan area is Oregon's committee and cultural center, and the home of a growing electronics industry. The University enrolls 15,000 endents and has 557 full-time faculty. The Library has 875,000 volumes, 11,216 serial subscriptions, and an annual operating budget of \$6 million.

The Search Committee will be un registring applications on March 26.

The Search Committee will begin reviewing applications on March 26 Applicants should submit a resume and letter describing interest and qualifications to: Dr. Joe Kohiu, Science Librarian, Portland State University Library, P. O. Box 1151, Portland, OR 97307-1151; phone (503) 725-4708, Fax (503) 725-4524.

PSU is an Affirmative Action, Equal Opportunity Employer.

Sol12-0806; telephone: (\$15)269-3164. Interviews will be held at the meeting of the Central Division of The American Philosophical Aspociation in April. Grinnell College is an Equal Opportunity, Affirmative Action Employer and especially seeks women and minority candidates.

Physical Education: Fort Lewis College, Durango, Colorado. Assistam Professor of Exercise Science, Jul-time, teature track teaching position. Earned doctorate in Experiment 1.8. 56, Eastern Washington 99004.

Drexel University

DIRECTOR OF GRADUATE (PART AND FULL-TIME) AND

Drexel University consists of six colleges: the College of Aris and Sciences, the College of Business and Administration, the College of Engineering, the Evening and University College, the College of Information Studies, and Nesbitt College of Design Arts. The combined enrollment of these six colleges is approximately 12,000. High quality graduate programs are offered at the masters and

Drexel University operates one of the largest co-operative education programs in the nation. Over 1900 business institutions located in 29 different states and nine foreign countries "cooperate" with Draxel by enabling students to acquire practical experience related to university studies though paid employment.

Drexel intends to build an exceptionally strong enrollment management effort. A key factor in future enrollment success will be our ability to enroll graduate (part and full time), undergraduate (part-time), nontraditional, and international students.

The new director will be working in a highly professional

environment with a dedication to personal service, contact with students and influentials, use of research in enrollment decision making, and aggressive staff development programs. Each candidate should:

 Have a thorough knowledge of the key success factors for the enrollment of high quality students. This population includes full and part time graduate, non-traditional and part-time undergradu-

· Be able to network within the academic community. Be able to work well with faculty and deans of the university. · Be able to work with other universities and the business and

organizational community in terms of recruitment and program Appreciate the importance of quality in the overall mission of

a university. Have knowledge of alumni and other volunteer programs.

· View the use of volunteers as essential to the success of any encollment effort. Be able to use data effectively to monitor the progress of the enrollment effort and to improve and develop enrollment strategy.

Show the capacity to develop successful communication strategies

with a heavy emphasis on personal contect.

Have a commitment to the development of staff. Must be able to design and implement effective training programs.

Have knowledge of team and small group behavior. Must be able to work with teams to produce enrollment results.

 Be wiffing to work as a member of a team. · Have an appreciation of technology and the role of technology in

today's world. · Have a commitment to diversity in enrollment of minorities. women, and the disabled.

· Have the ability to develop and support an aggressive "people oriented" direct contact program to achieve enrollment goals. Have knowledge and experience with the enrollment of interna-

tional students. Be committed to grow and develop in the profession of enrollment

Be committed to hard work and long hours.

The successful candidate must have at least four years of experience at the director level. A master's degree is required.

Review of applications will begin February 24, 1992 and will continue until the position is filled. Women, ethnic and racial minority group members, Vietnam-era vetorans, and disabled persons are encouraged to apply. Candidates must submit a letter indicating specific accomplishments and strengths relevant to the characteristics sought, a resume detailing faculty/administration interfaces and functional details about relevant work expererience, and a concise work sample (plan, reports, etc.) that may display to the search committee qualities relative to the tasks of the position

Search Committee

C/O Gary L. Hamme Dean, CO-OP and Career Services Orexel University
32nd and Chestnut Streets Philadelphia, PA 19104

Drexel University is an equal opportunity/affirmative action employer

Physical Education preferred; master's required. Preferred teaching emphasis; test and measurements sports psychology. Extendence of stacestful volteyful coaching. Strong commitment to eyangelical Critician orientation of the college. Application telter should include response to this requirement. Women and minorities encouraged to apply. Send felter and résume to Provost. Bethel College, St. Paul. Minnersons and sports. Send et letter and résume to Provost. Bethel College, St. Paul. Minnersons and special sendence physics teacher beginning college preparatory private high school for an experienced physics teacher beginning september. 1992. Candidate must have an undergraduate deares in physics and sunder successful teaching of physics in high school or college. Highly competitive sand qualifications, plus statements relieving applicant's communities to the commensurate with education and every salary structure. Sept résume to Michael Teitolman, Headmanter, The Bishop's School, 7607 Ls Jolla Boulevard, La Jolla, California 92037.





Virginia Commonwealth University UNIVERSITY LIBRARY SERVICES THREE ASSISTANT DIRECTORS

VCU, Virginia's largest urban, public university, serves 20,000 students on the acndemic campus and at the Medical College of Virginia. The libraries use NOTIS with MDAS. The combined libraries have \$2.7 million materials budget (probable \$3.8 in 1992/93) with over 950,000 volumes. VCU is a member of SOLINET, ASERL, and CRL.

VCU is a member of SOLINET, ASERL, and CRL. Positions will participate in restructuring University Library Services (ULS) to develop organization responsive to demands of modern library services; work as members of ULS management team; and report to the Director, ULS. Positions require ALA-accredited MLS. Preferred are successful managerial and aupervisory experience; increasingly progressive responsibility in academic libraries; experience with applications of technology; strong service orientation; excellent communication skills; ability to work independently and as team member; initiative, creativity, and flexibility; ability to introduce and manage organizational change; record of scholarly activity and national service to the profession; advanced degree in addition to MLS. \$50,000 minimum.

ASSISTANT DIRECTOR FOR
NETWORK AND TECHNICAL SERVICES
Provide dynamic and innovative leadership for network and technical
services for academic and medical campuses; initially supervise acquisitions, cataloging, and automation. Also preferred is experience in techni-

ASSISTANT DIRECTOR FOR HEALTH SCIENCES
AND HEAD, TOMPKINS-MCCAW LIBRARY
Provide dynamic and innovative leadership and supervision for health
sciences library (lutital responsibilities will include circulation, interlibrary
loan, learning resource centers, reference, special collections, and
user education); initiate and oversee health sciences outrench and grants.
Also preferred are experience with grants and outreach: experience with
space planning; membership in the Academy of Health Information Professionals.

ASSISTANT DIRECTOR FOR ACADEMIC SERVICES
AND HEAD, JAMES BRANCH CABELL LIBRARY
Provide dynamic and innovative leadership and supervision for academic library (initial responsibilities will include circulation, learning resource conter, reference, special collections, and user education); initiate and oversee academic library outreach and grants. Also preferred are experience with public services and with grants and outreach activities.

Review of applications will begin April 15, and continue until positions are filled. Submit resume and names, addresses, and phone numbers for three references to: Barbara J. Ford, Director, University Library Services, Virginia Commonwealth University, 901 Park Avenue, Box 2033, Richmond, Virginia 23284-2033. Complete job descriptions and qualifications available upon request.

Virginia Commonwealth University is an equal opportunity, affirmative action employer. Minorities and women are encouraged to apply. Experience working in a culturally diverse setting highly preferred.

DIRECTOR, DIVISION OF **ENVIRONMENTAL BIOLOGY** NATIONAL SCIENCE FOUNDATION

Washington, D.C. 20550 NSF's Directorate for Biological Science is seeking qualified candidates for the position of Director. Division of Environmental Biology. The Division finds research in systematic and population biology, ecological studies, and long-term projects in environmental biology.

Appointment to this Senior Executive Service position will be on a two-to-three year limited term basis with a salary range of ES-1 (\$90,000) to ES-4 (\$104,000). Alternatively, selectee may be assigned under intergovernmental Personnel Act provisions, retaining current salary and benefits. Applicants must have a Ph.D. or equivalent experience in biological subdisciplines supported through the programs of Division (e.g., ecology, ecosystem studies, population biology, and systematic biology); substantial research contributions or innovative leadership in research administration in the biological sciences; and ability to achieve organizational objectives through the supervision and management of subordinates.

Applicants should contact George Pittmon on 202-357-7351 (hearing impaired individuals may call TDD-357-7492) to request EP 92-2 (SES appointment) or EP 92-12 (IPA) for complete qualification requirements and application procedures. Applications must be received by March 31, 1992.

EQUAL OPPORTUNITY EMPLOYER

Principal: Santa Fe Catholic High School, located in Lakeland, Florida, a Catholic. Discosan High School (F-12, 270 students) is seeking a highly motivated runeiral confinencing July 1, 1992. Qualifications: I. Witholic 2. Master's degree in Educational Administration or cauvalent; 3 previous successful experience in Catholic School public relations and marketing stills required. Expectations: Must be expable of developing and implementing a comprehensive 3 year plan of srowth and development. Salary negotiable. Reptics and resume should be addressed to: Managen Humbert of Medicine and Colley. University of Medicine and Dentilisty of New Jersey, 45 Knightsbridge of Colley. Discose of Orlando P. O. Box 1800. Orlando, Florida 12802-1500. Deadling for comprehed application: February 29, 1992. Principal: Santa Po Catholic High School, located in Lakeland, Florida, a Catholic, Discotan High School (7-12, 270 tattenta) is seeking a highly motivated principal commencing July 1, 1992. Qualifications: I. (Sitholic; 2. Master's degree in Educational Administration or equivalent; 3, previous successful experience in Catholic School Administration: 4, excellent management, public relations 4.

Program Planuleg: Program Planner. The UMDNI-Robert Wood Johnson Medical School is recruiting for a Program Ranner for the Division of Consumer Health Education. You will be responsible for planning, organizing, recommending, initiating and helping to establish specific programs, inekting overall tracking, country and resource development. MBA degree and minimum of two years of soministrative experience involving program planning and research, or a BS degree with at least three years of yislated experience. Demonstrated skills in miterpersonal relations and communications is essential, blust be able to manage multifracted projects. Good writing and evaluative skills, maturity, business acumen; expeasure to and knowledge of the

Psychology: Enst Texas State University at Toxas/kana has a cyclical tenure track post-tion beginning. Fall 1992. The primary responsibility is teaching four courses per semester to upper division undergraduates in psychology and graduate students in a Master's degree program in Counseling Psychology. Courses include psychological tealing. Courses include psychological tealing, behavior modification, human growth and development, and practicum aupergiston. Ph.D. In Psychology is required. Appointment is for the pank of assistant or associate professor. Licensure or elisibility for licensure as a Psychologist in Texas is required. Applications will be accepted from Pobruary 15 to Applications will be accepted from Pobruary 15 to Application of reference to: Paul Potend, Ph.D., Chak. Search Committee. Basi Texas State University at Texaskana, P. G. Box

DIRECTOR OF THE COMPUTER CENTER

The Director of the Computer Center is responsible for the overall leadership and management of the college's Management Information Systems and support for several aspects of academic computing. (S)he provides leadership for the College in the use of computer technology, working closely with administrative computer users, academic administrators, faculty, and support staff. (S)he provides guidance and assistance in developing campus computer plans. Qualifications: Bachelor's Degree in related area required, Master's Degree preferred; experience with Management Information Systems applications in an educational environment; four years of Computer Center supervisory experience; assists in the development of short-range and long-range plans for campus computing; plans, orders, and oversees the installation of Computer Center equipment and related peripheral devices. ripheral devices.

Salary: Salary is contingent upon qualifications and experi-Screening will begin with completed applications received by March 18, 1992 and will continue until the position is tilled.

Please send letter of intent, résumé, and the names, addresses, and telephone numbers of three references to:

John V. Wilberg Director of Personnel
BRISTOL COMMUNITY COLLEGE
777 Elabres Street
Pall River, MA 02720

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

والمساورة والمراجع والمراجع والمعارف والمراجع والمتار والمراجع والمراجع والمراجع والمراجع والمراجع والمراجع Miami Miami

RESIDENCE COORDINATOR

The University of Miami creates stimulating residential communities by facili-tating faculty/student interaction and by providing academic support services in the residence halls. The cornerstone of this effort is a system of residential

A Residence Coordinator is the primary administrator of an area housing 600-900 students, General duties include supervision of staff, administrative operations, leadership for student development programs and work with resident pointment puts furnished apartment, administrative meal plan, tuition remission, and customary University benefits. Master's degree is required in Student Personnel or a related field. Familiarity with living-learning centers and or academic, cultural and developmental programs is beneficial, interviewing at ACPA and NASPA Conferences. Application deadline: April 15, 1992 or Different Institutes. Direct inquiries:

Ms. Patricia A. Whitely Associate Director of Residence Halls University of Miami P. O. Box 248044 Coral Gables, FL 33146-5410

The University of Miami is an equal opportunity, affirmative action employer

Director of Graduate Programs

Edgewood College, Madison, Wisconsin is seeking a director of its graduate programs in business, education, and religious studies, Responsibilities include identifying new and emerging issues which impact on graduate education at the College and assist in utilizing these for iong-range planning; identifying unmet needs in the community which relate to graduate education planning, representing graduate program needs to various decision-making offices at the College exploiting potential financial sources for students and programs, working with the Admissions Office in drafting and implementing a graduate enrollment study plan; traching several relevant to the curricular offerings of the graduate programs and a record sufficient for an appointment to the facuity. Edgewood College is a Dominican, liberal arts college with 1600 undergraduate and graduate students in liberal arts and professional programs. Send letter of application, résumé, and names of three references to Academic Dean, Edgewood College, 855 Woodrow Street, Madison, WI 537 I 1. Deadline: March 15, 1992. An AAVEO employer.



Coverage of breaking news that affects higher education — from state capitals, academic conferences, and campuses throughout the

country and the world -

every week in The Chronicle.

University of North Texas DIRECTOR

Texas Academy of Mathematics and Science

Nominations and applications are invited for the position of Director of the Texas Academy of Mathematics and Science to begin August 1, 1992.

The Texas Academy of Mathematics and Science to begin August 1, 1992. The Texas Legislature established the Texas Academy of Mathematics and Science in 1988 within the University of North Texas in Denton. The Academy is a two-year, public, co-educational, totion—free institution which functions as an early admissions program for Texas high school students who are particularly talented in science and mathematics.

A maximum of 200 students who have completed the tenth grade can be accepted on a competitive basis each year. The curriculum consists of frehman and sophomore university coursest tanglit by full-time University of North Texas faculty and provides the students with a rajorous program in science and mathematics and innovative study in humanities. Graduates receive a high school diploma as well as two years of university credits. Academic students are in residence on the University of North Texas, an emerging national research institution in the vibrant and rapidly expanding Dallas-Fort Worth metropolitan area, has over 700 regular faculty and more than 20,000 students.

Preference will be given to applicance units 10 to 10.000 students.

Preference will be given to applicants with a Ph.D., preferably in science or mathematics, who have carried tenure at the university level and whose records would merit a tenured faculty position in one of the department of the College of Arts and Sciences. The successful candidate must be willing to give long-term commitment to working with talented young freshmen. The duties of the director will include coordinating student recruitment, working with constituents external to the university, overall curriculum development, and the general direction and leadership of the Academy. Salary is on a 12-month basis and will be commensurate with qualifications and experience.

Applications should include a letter of interest, curriculum vitae, and the names, addresses and telephone numbers of three to five references. Send to:

Dr. James R. Miller, Chair TAMS Search Committee Office of the Provost
P. O. Box 13707
University of North Texas
Denton, TX 76203

lications must be received no later than March 31, 1992. The University of North Texas is an Equal Opportunity, Affirmative Ac-



Director of Affirmative Action Medical College of Ohio

The Medical College of Ohio is seeking a director of affirmative action. The director is charged with administering the Medical College of Ohio's affirmative action program. The director, who reports to the President of the Medical College of Ohio:

*will oversee the completion of all affirmative action/(PEOC) reports submitted by the college, including the development of the college's yearly affirmative action compliance plan.

*will oversee the implementation of the plan and its compliance with

federal regulations.

-will assist in hiring activities from an affirmative action viewpoint with the college's personnel office and the college's academic departments and offices.

will ensure that all papers are properly filed in relation to research grants and contract submissions.
 will monitor the enforcement of policies at the Medical College of Ohiorelated to affirmative action, including policies related to veterans and persons with handicaps and disabilities.

The salary is in the \$40,000 range plus benefits. Qualifications include an earned baccalaureate degree from an accredited college or university, advanced degree and/or J.D. preferred. Demonstrated experience working as an affirmative action officer in a higher education and/or hospital setting and working knowledge of the operations of a and/or hospital setting and working knowledge of the operations of a personnel office. Computer expertise.

Applicants should send a letter of application, curriculum vitae, and the names of at least three references to: William E. McMillen, Ph.D., Executive Assistant to the President, Medical College of Ohio, P.O. Box 10008, Toledo, Ohio, 43699.

MCO is an affirmative action/equal opportunity employer

Psychology: Cinical and industrial/Organizational Psychology. The California School of Professional Psychology. Ban Diego, anticipates 1-2 heavierology, Ban Diego, anticipates 1-2 heavierology, Ban Diego, anticipates 1-2 heavierology doctored professional Psychology doctored programs (pending final budget approval). CSPP offers both the Ph.D. and the Psy.D. in Cinical Psychology and the Psy.D. in Cinical Psychology and the Psy.D. in Cinical Psychology and the Psy.D. in Cinical Psychology and the Psy.D. in Cinical Psychology and psychology. In Fall, 1992, a Psy.D. program in Organizational Convelopment with experience in Constitutal diversity and minority populations, individuals with experience in child and rigally state, beatth psychology, and organizational development, as well as thore with experience in teaching standard operative local development, as well as thore with experience in teaching standard operative local development, as well as thore with experience in teaching standard operative local development at the graduate level. Delice include supervisions Ps.D. dissertations of the psychology, and organizational development, as well as thore with experience in teaching standard operative local development, as well as thore with experience in teaching standard operative local development, as well as thore with experience in teaching standard operations.

5518. Texarkans. Texus 75505-0518. Bast Texas State University is an Equal Opportunity. Affirmative Action Buployer. Women and minorities are encouraged to apply. Affirmative Action Buployer. Frychology: Schreiner College, a growing bacculaureste liberal arts college in the Texas Hill Country, seeks full-time, teamon to begin August 1992. Doctorate fa clinical, counseline, or educational psychology; interest in leaching abnormal and adjustment clinical, country, seeks full-time, teamourse; and willingness to teach in intercourses; and willingness to teach in intercourse; and willingness to teach in the teaching action of its granulate semester teaching reprince desired. Send intercourse and proposed in the teaching action of the text of the tex

pariments of Anestheshology and Behavioral Medicine/Psychiatry have an opening for a Ph.D. Psychologist at the Assistant Profeasor level to Join our Interdisciplinary pata management team, Applicants should have knowledge of inputent/supriant evaluation and management of acute and chronic pain, evaluation of patients for functional neurosurgery intervention, and iretament of pain in a rehabilitation sensing. Applicants should also have an interest is providing a stress management program for adult psychiatric inpatient and a stress real program for adult psychiatric inpatient and a stress real program for adult psychiatric inpatient and a stress real program for adult psychiatric inpatient and a stress real program for adult psychiatric inpatient and supervision of under graduate and graduate students. Applicant must postess a doctorate in clinical psychology by September 1, 1992 from an APA-approved program, have undergone an APA-approved internation, have conrierted a Fost-Doctoral Pain Fellowship, and be Reance-digible within one year. Submit a cover letter, curriculum vitas, and reprirets to Richard T. Gross, F.D. Department of Behavioral Medicine and Psychiatry, Chestmit Ridge Hospital, 991 Chestmit Ridge Road, Morgantowo, West Virginia 26505.

RESIDENCE HALL DIRECTOR

The Obio State University Residence and Dining Halls seek applications for the position of Residence Hall Director. Both 10 month and 12 month position vacancies are anticipated; filling these positions is contingent upon funding approval. Positions are available July or August, 1992.

RULLETIN BOARD: Positions available

OHIO

STATE

UNIVERSITY

Over 8,000 students live in The Ohio State University residence halls. Residence Life programs focus on community development, wellness, and

Daties Manages an undergraduate residence hall of complex bousing 300-900 students. Implements hall community development program; works with scadenic support activities; novises student groups; develops pro-grams; conducts judicial/disciplinary hearings; supervises and trains 1-2 graduate students who serve as assistant hall directors, 8-23 resident adviore and other sindent staff.

Qualifications: Bachebot's degree required. Master's degree in student per-songel or related field and residence hall work experience preferred. Dem-onstrated sensitivity and ability to relate to a multi-ethnic student popula-

Salary and Benefits: The infaintum starting salary for 10 month positions is \$17,500; for 12 month positions, \$21,000. Furnished apartment and meals are provided. The Otho State University offers a comprehensive fringe benefits program, including medical/hospitalization, vision, dental care, unition remission, vacation, sick leave, and life insurance, among others. Applications Candidates should submit a resume and letter of application

Residence and Dining Halls Personnel The Ohio State University 630 Lincoln Tower 1800 Cannon Drive Columbus, Ohio 43210-1230

Applications received by Murch 20, 1992 will receive preference, although applications will be accepted until vacancies are filled. Ohio State University representatives will be interviewing at the ACPA and NASPA conferences. Camidates who submit resumes before these conferences may receive consideration for a pre-scheduled conference interview.

The Department of Residence and Dining Halls is committed to discosity in its staffing and actively seeks the cantildacy of women and minoritles.

The Ohio State University is an Equal Opportunity, Affirmative Action Employer,

RESIDENCE EDUCATION COORDINATOR

Langwood Gallege seeks nonmations and applications for Residence Education Coordinator positions.

Responsibilities include: managing a residence area housing 450 to 650 students; educational programs and community development ethnis supportive of the college's student development mission; personal and disciplinary counseling; stall selection training, and supervision; campusside leadership assignments. Condinators report to the Dean of Students in an area directed by Phyllis Mable, Vice President for Student Affaise.

The contract term for this position is 12 months with a competitive salary, state benefits, and a furnished apartment on campus. Requirements are a matter's degree in student personnel or related area and two years of professional or significant gaudinate student experience in residence half

Longovood College is a cueducational, comprehensive state college with 3,000 students. Located in a pleasant Southside Virginia community, the College is close to Richanoud, Charlottescille, Washington, DC, the Eastern Shore, and the Blue Ridge Mountains.

Applications and nonmustrous should be sent to:

Employee Relations 201 High Street Langwood Callege Farmville, VA 23000

Applications should include a letter of interest, résumé, and the names and addresses of at least three relevences. Review of applications will begin March 15, 1992. Interviews will be conducted at NASPA. Longwood is an equal opportunity employer.

LONGWOOD

Psychology: St. Olaf Cullege vecks a suchi psychologist with developmental interests for a two year leave replacement. Assistant Professor level, beginning September 1992. Ph.D. required (ADD pussible) Teashing will include introductory, social, and developmental topics. We seek: to appoint men and women who are well-qualified in their field, who have a strong interest in undergraduate teaching, and who are concerned with the religious and moral dimensions of life and learning. Send application letter, curriculum vitae, and a letters of reference by April 1 to Wesley Brown. Search Committee, Department of Psychology, St. Olaf College, Northfield, Minnesuta 35073. St. Olaf College, Northfield, Minnesuta 35073. St. Olaf College, of the Evangelical Luthers

rechology: Mansfield University One or more full-flue, reproportry positions for undergraduate teaching to begin full semester. 1922. Teach a variety of undergraduate psychology course, including introductory, life span development, sucial, small prup process, commeting, Prohibent are for unbestical replacements and may be remeable for an additional year. Ph. D. preferred; minimum of master's degree plus 10 graduate credits required. Rapis and azlary mean of \$101-time faculty, and smore than trans. Strong emphasis on quality teaching and involvement of students in research. April 1,1922 and comine until positionis, are fifted, Mansfield University is an Affamative Action Benglover and encurrages its applications of women, subscribes site and fapored. To apply, send letter of face and incapant.

intent, vita, transcripts, and three (3) letters of recommendation to Position F-129, Human Resources Department, O-1 Alumn Hall, Mansfield University, Mansfield, Pennsylvania 16/33.

Psychology: Lugnitive Quantitative Psychology: Lugnitive Quantitative Psychology invites applications for a position modeling the teaching of empirically-oriented undergraduate courses including, but not immed to, Countive Psychology, Quantitative Methods (Statistics), Research Methods, and the Department's introductory psychology course. This is a term russition with the positivity of being converted to a tenure track. strikty of being converted to a tenure track position. A Ph. In compilar experimental psychology and computer experimental psychology and computer experime are required, pusificational research experience and evidence of teaching experities are preferred. Involving undergraduates in applicant's research is unpostant. Condidates statement of teaching through the proposant conditions and three letters of reference to Dr. David Robbins. Chairpersion. Department of Psychology. Ohio Wesleyan University, Delaware, Ohio 4015. Application deadline is March 20. Ohio Wesleyan University is an equal opportunity, affirmative action employer.

Psychology: Experimental, Assistant Pro-fessor, lenure track (or instructor if A B.D.). Training and expertise in one or more of the following basic processes: tearing, motivation, psychological meth-odology and statistics, biopsychology, ex-pertise in developmental destinable (each-ing to include learning to the animal lab), and some of the following courses: exper-mental guethods, sentration and emotion, developmental sychology, general my-



RESIDENCE LIFE

Sot in the rollings hills of southeastern Ohio, Ohio University is a classic residential campus with a population of 17,000 students representing every state and over 90 countries. Nearly 7,000 students live in our 40 residence halls, which are located on three residential "Greens." The Department of Residence Life is committed to its yoals of community, human development, tolerance, and living/learning, and seeks staff members who desire an opportunity to develop professionally while making a difference in students' lives.

Rasident Director: The Resident Director supervises 1-4 halls housing up to 550 students, 10-20 Resident Assistants and, in some cases, a graduate assistant Director supervises 1-4 halls housing up to 550 students, 10-20 Resident Assistants and, in some cases, a graduate assistant. Other duties include community and human development, programming, teaching the praprotessional training class, and departmental projects. Master's degree preferred. Bachelor's degree and one year of full-time related experience required. 10-month presidential contract. Salary range of \$14,800-\$17,800, furnished apartment, meal plan, full tuition waiver, and other standard benefits.

Assistant Resident Director: Acceptance into a graduate degree program required for employment. Preference given to students enrolled in the Student Personnel Program. The Assistant Residence Director assists in the supervision of 1-4 halls and 10-20 Resident Assistants. Other duties include community and human development assessments to exchange the present legislations. and huma development, programming, teaching the paraprofessional training class, and departmental projects. 10-month contract, stipend of \$3,600, furnished apartment, meal plan and full tuition waiver.

The application deadline is April 10, 1992, although applications will be accepted until the positions are filled. Early applicants will be considered for prearranged interviews at NASPA. We strongly encourage ethnic minority, women, gay and leabtan, and physically challenged applicants. Send letter of application, résurré, and the names, addresses, and phone numbers of three references to:

Joseph A. Burke Director of Residence Life Ohio University 050 Chubb Hall Athens, Ohio 45701

An Equal Opportunity, Affirmative Action Employer



Whitter College

School of Law

DIRECTOR OF ADMISSIONS

Whittier College School of Law, an ABA- and AAI S-accredited law school in Los Angeles with a student body of 700, is seeking an experienced Director of Admissions.

The Director is responsible for the implementation and management of the Law School's admissions and recruitment program including devel-oping and coordinating activities for prospective students.

The successful candidate will be an admissions professional possessing a Bachelor's degree with at least two years of recruitment and managerial experience. The Director must have excellent oral and written skills with demonstrated ability in effective communication. A minimum of four months' annual travel to appropriate colleges and regional and national modium is required.

Competitive salary commensurate with experience. Tentative starting date is April 1, 1992. Submit resume by March 15, 1992 to:

Associate Doan Raisch Whitter College School of Law 5353 W. Third Street Los Angeles, CA 90020

Affirmative Action, Equal Opportunity Employer

UNIVERSITY OF SOUTH FLORIDA **EXECUTIVE ASSISTANT** FOR FINANCIAL OPERATIONS OFFICE OF RESEARCH

The Office of Research at the University of South Florida is recruiting an Executive Assistant for Financial Operations. This position reports in an advisory capacity to the Vice President for Research and facilitates financial activities and policies for the Office of Research and its units, which include the Division of Sponsored Research, the Division of Technology Development & Transfer, and Graphic studio, as well as the USF Research Foundation. Strong accounting, withing, research, and analytical skills are a must, as well as creative policy—and decision—naking capabilities. Additional requirements are a master's degree and three years of appropriate experience or a bachelor's degree and five years of appropriate experience. Personal computer and mainframe computing experience are desirable. A resumé and three letters supporting the applicant's qualifications should be sent to: Chairperson, Search Committee, Office of Research, University of South Florida, 420.2 E. Fowler Ave., FAO 126, Tampa, FL 38.29–78.0. According to Florida law, applications and meetings regarding the same are open to the public. USF is an equal opportunity employer. Application deadline: March 22, 1992.

A calendar of forthcoming meetings, conferences, workshops, and institutes of mportance to scholars and college administrators -

every week in The Chronicle.

North South Center

DIRECTOR OF COMMUNICATIONS

Coordinates the editorial and publications offices as well as North-South: The Magazine of the Americas, the Journal of Interamerican Studies, and the various freelance staff; develops North-South information systems and databases; establishes and supervises working procedures for the offices.

Structures and oversees the production process of all scholarly publications published through the North-South Center. Supervises the marketing and distribution of same. Editorial review of monographs and other scholarly papers as needed; oversees editorial process for all manuscripts. Edits and publishes the North-South Center quarterly newsletter, annual report and other promotional pieces.

Qualifications:

 Ph.D. with specialization in Latin American affairs, or equivalent

Demonstrated research and publication record

 Experience in publishing and editorial work Native fluency in English and Spanish

(Portuguese welcome)

 Superior interpersonal skills Excellent writing and verbal skills

Salary negotiable. A complete University benefits package is included.

Send C.V., a professional portfolio, and the names of three professional references by March 27, 1992 to:

Dr. Jaime Suchlicki **Executive Director** North-South Center P.O. Box 248123 University of Miami Coral Gables, Fl. 33124

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DIRECTOR OF PROJECTS (ALUMNI AFFAIRS)

Salem State College is seeking to permanently fill the position of Director of Projects (Alumni Affairs) who will serve an alumni constituency in excess of 25,000. The Director will be responsible for creating, developing, organizing, promoting and managing all annual and special events involving drummi, such as reurions and homeoming, and working with Alumni Clubs and the Alumni Association, including its volunteer committees. The Director will also be responsible for corruining, notifying and condinating alumni volunteers. Other duties will involve developing annual goals and plans, supervising office operations and state and working closely with other College staff, both within the institutional Advancement division and across the institution.

Required qualifications include a Bachetor's degree, a minimum of two years of related experience and a proven record of effective event planning, as well as management experience of and ability to work with volunteers. Satary in high

Please send leiter of application, resums and three letters of reference to: Office of Affirmative Action, Salem State College, 352 Lalayette St., Salem, MA 01970. Closing date: Merch 15, 1992.

BALEM STATE COLLEGE IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER. PERSONS OF COLOR, WOMEN AND PERSONS DISABILITIES ARE STRONGLY URGED TO APPLY.

Salem State College

chology. Teaching load: 12 credits per semester. 3 preparations. Ph.D. or A.B.D. required. Salary: competitive thring contingent upon eligibility to work in U.S.b. Send letter of application, vita, three letters of recommendations and a statement of leaching philosophy in James J. McGarry. Chair. Department of Paychalogy, Phynophysical College, Plymouth. New Hampshire 03264, Deadline: March 15, 1992 or until filled. to begin August 1992. PSC is an AA/EEO employer and actively seeks wanten and minority candidates.

Psychology: One-year assistant professor arbabatesal replacement available in the

Psychology: One-year assistant professor substitute replacement available in the Psychology Department of a liberal arts callege. A fully-equipped operant laboratory, cuspable of handling both rais and nicollege. A fully-equipped operant laboratory, capable of handling both rats and nigeons, and four IBM computers are uvailable for undergraduate research training. There is also a full-time lab technician who will report to the successful applicant. We prefer an individual who conducts animal research, most likely someone in Learning or its subdisciplings (e.g. behavior analyst), or related neuroscience areas, Baldwin-Watlace is a private, coculucational college located 14 miles southwest of Cleveland, currently serving approximately 4800 undergraduate and graduate students in 27 seadentic areas. Please send by Arril 15; vita, evidence of evaluated teaching experience, representative reportes, and three letters of recommendation to Dr. Michael Dwyer, Department of Psychology, 173 Eauland Road, Bukiwin-Walkee College, Berea, Orio 44017; fax 216-826-3779. Affirmative Action, Equal Opportunity Employer.

Psychology: Tenure-track faculty position in developmental-acperal psychology start-

Psychology: The Office of Counseling Servrayenotogy. The Office of Counseling Services at the University of New Orleans invites applications for Manager of Clinical Services and Training. This full-time staff position includes responsibility for the staff position includes responsibility for the staff position of clinical and testing services, and the training and supervision of multidisciplinary frames and staff within a growing University Counseling Services Department. The University of New Orleans is all urban, lake-side campals of the Louisland State University System with over 15000 attacents. Requirements: 4 Ph.D. In Clinical or Counseling Psychology, 21 cligible for Louisland licenters and 35 years, clinical and supervisory experience, preferable in a university setting Saldy: Competitive, Applicants should send a vita or is sunge, and request a minimum of Heltersof Mitchell. Chair, Search Committee, Counseling Reviews of European Labishap, Matchell, Chair, Search Committee, Counseling Reviews of European Labishap, Matchell, Spart, Competitive, Applicants of European Labishap, Matchell, Spart, Competitive, Applicants of spapications will began March 15, 1992, UNO is an Equal Oppositionally, Affirmative Action Employer

HOUSING AND RESIDENCE LIFE

Founded in 1875, Indiana University of Pennsylvania is the Commonwealth's litth largest university with more than 14,500 students from nearly every state and over 80 loreign countries. Located 50 miles northeast of Pittsburgh, IUP is 1 of 14 universities in the Slate System of Higher Education. The University includes 6 colleges and 2 schools and offers graduate programs in professional and applied areas, as well as 5 programs at the doctorol level. More than 100 major fields of study are available within the 45 academic departments. Academed among the academic best in the nation, the University has been listed in Barron's Guide to the Most Prestigious Colleges. Changing Time, and The Best Buys in College Education.

IIIP houses approximately 4, 200 students on its main compus in 14

IUP houses approximately 4,200 students on its main campus in 14 residence halls and 2 apartment buildings. The Office of Housing and Residence life is committed to student development and the appreciation of diversity and is seeking skilled and energetic persons for the positions advertised.

IUP invites applications and nominations for the following positions in Housing and Residence Life:

Residence Director (1 vacancy) more positions anticipated

Duties include: Program and administrative responsibilities for su-pervising a residence hall; supervise and train large student staff; advise student groups; additional responsibility for a major project within the Office of Housing and Residence Life.

Qualifications: Master's degree in Student Personnel, Counseling, or related area, with residence hall experience. 12-month, live-in position. Salary: \$24,743.00. Excellent benefits.

Assistant Director of Residence Life—Training and Evaluation

Duties include: Development and implementation of theory-based training program for all Residence Life stait, including serving as implemented in the program for all levels of staff; provide leadership for developing and implementing student leadership programs and advising campus-wide RHA; provide leadership for implementing student outcomes assessment.

Qualifications: Master's degree in Student Personnel, Counseling, or related area with minimum 2 years' post-Master's experience. Knowledge of student development theory and student leadership development. 12-month; salary: \$26,000. Excellent benefits. On-compus

Sand latter of application specifying position applying for, résumé, academic transcripts, and three current letters of recommendation to: Carol Tannous. Chairperson, Screening Committee, G-14 Sutton Hall, IUP. Indiana, PA 15705. Review of all applications will begin March 12, 1892, and continue until all positions are filled. Anticipated starting date: July 1, 1992. Will interview at NASPA and ACPA.

IUP is an Allimetive Action, Equal Opportunity Employer. Members of traditionally oppressed groups are strongly excouraged to apply.

UNIVERSITY OF MINNESOTA LAW SCHOOL

PLACEMENT DIRECTOR

The University of Minnesota Law School seeks a motivated, articulate Director of Career Planning and Piacement for 800+ member aludent body. Responsibilities include developing job opportunities, organizing on/off-campus interviews, planning career search and career options programs and workshops, designing and preparing informational/marketing materials, maintaining resource library, counseling students and alumni, and supervising office staff. The position requires excellent organizational, interpersonal, communication skills and bachelor's degree. Law placement, legal recruiting and/or marketing experience would be belofut. gal recruiting and/or marketing experience would be helpful, as would a master's degree, J.D. or other professional de-

gree. Applicants should submit a resume, two references and a letter of interest to Assistant Dean Sharon L. Reich, University of Minnesota Law School, 229 19th Avenue South, Minnespolis, Minnesota 55455. Applications must be received by March 16, 1992. The University of Minnesota is committed to the policy that all ipersons shall have equal access to its programs, facilities, and employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status, or sexual orientation.

Psychology / Physiology. Psychology/Experimental Psychology. Adepartmental Psychologis/Psychology. Adepare College, Canton, Orio, Tenture-track position, rank open, beginning August 1992. Teaching responsibilities include introduciny, statistics, sensation and perception, learning, physiological, and a senjagar in the applicant's field of interest. Employed and applicant is also placed on the establishment of a research program than inchades the particular of a research program than inchades the particular of a policinal sufficiency of an independent of a policinal sufficiency of a

ployer, MIFIGV.

Public Administration: Noncrofit Management, Marywood Collego is tecking a faculty member in Public Administration, Position available Sumper, 1992, Ph.D./A.B.D. in Public Administration (or closely related field) with experience is the non-profit sector, individual will teach a radiuste courses in pouprofit sumagement as well as general public administration, Marywood Collego is a comprehensive, coeducational college is a comprehensive, coeducational college in general mumber of professional Marywood offers a number of professional Marywood offers a mumber of professional Marywood offers a mumber of professional Marywood offers a mumber of professional Marywood of Marywood offers a mumber of professional Marywood of Marywood offers a mumber of professional Marywood of Marywood of Marywood's Maryw

THE UNIVERSITY OF IOWA GENERAL COUNSEL

The General Counsel acts as senior legal officer of the University as directed by the President and coordinates the provision of legal services to the various academic and non-academic units of the University; participates in institutional policy making; serves as liaison to the Atrorney General's Office and other federal, state and local legal officers; oversees University litigation conducted by the Attorney General's Office or outside counsel; reviews policies and practices for compliance with federal, state and local legal requirements; and assists in the resolution of concerns and complaints received by the Office of the President. The General Counsel reports directly to the President of the University.

The General Counsel should have a record of considerable experience and leadership as a practicing attorney in a complex legal environment. Professional experience in a higher education environment is desirable. A Juris Doctorate or an L.L.B. is necessary, and strong confuningation and analytical skells are required. Lutigation experience and experience coordinating legal units are also desirable. The University of Iowa is interested in identifying minority and women candidates.

Founded in 1847, The University of lowa is a major public research universi-ty with a long-standing commitment to teaching, research, and service. The University of Iowa affords an ambiance and rich untellectual climate characteristic of an AAU institution. The campus community is made up of 1,700 faculty, 10,000 staff, and 28,000 students. Historical and innovative work in the fine and performing arts makes the University a major cultural center for eastern lowa and western Illinois. Iowa boasts the largest university-owned teaching hospital in the country and service as a terriary health care center for

The preferred starting date is on or about August 1, 1992. Applications will be accepted until the position is filled. Screening will begin immediately. Applications should include a curriculum vitae and a list of references. Please

Search Committee, General Counsel 5 Old Capitol The University of Iowa Iowa City, Iowa 52242

The University of Iowa is an equal opportunity and

CALIFORNIA COLLEGE OF **ARTS AND CRAFTS** DIRECTOR OF THE GRADUATE PROGRAM

The Callege: Founded in 1908, CCAC is an independent college of fine art, design, and architecture. The College has a student body of approximately 1,115 full-sind part-time students. There are 34 full-time faculty and 168 part-time faculty. The main campus is located in Dakland and a second campus in Sen Francisco houses the Schools of Architectural Studies and Design.

The Pealties: The Director of the Graduate Program reports to the Vice President for Academia Affairs and oversees our louium planning and development for the College's graduate programs in fine art. The Director works obsely with faculty tasching in the Graduate Program. Qualifications: The successful candidate will have the appropriate advanced degree in one of the College's disciplines: substantial teaching experience; a background of ertistic/professional accomplishments which are comparable to the rank of full professor; appropriate administrative

Procedures: Screening begins 3/20/82. Send a statement of interest and current vitee or nominations to Paula Carabelli, Ira W. Krinsky & Associates, 600 Westgats St., Pasadens, CA 91103; (818) 588-3311, FAX (818) 588-1658.

CCAC is an equal opportunity, affirmative action amployer

SOUTHERN CONNECTICUT STATE UNIVERSITY

Associate to the Executive Dean

The individual appointed to this position will report to the Executive Dean who is responsible for oversight of Student Affairs including Financial Ald. Housing. Conferences. Placement. Cooperative Education, Child Care Center, Health Services, Performing Arts Center, University Student Center, Supportive Services including Disabled Student Services. Educational Opportunities, Foreign Student Office, Veterans' Affairs, Counseling Office, Minority Affairs, Women's Center; Public Safety; Personnel and Labor Relations; and University legal matters in conjunction with the Attorney General's Office. The Associate to the Executive Dean will assist the Dean in various matters related to the administration of these areas. He/she will also provide general support to the Dean in the administration of certain University contracts and other legal matters.

The successful candidate must have excellent oral and written companies.

The successful candidate must have excellent oral and written communication skills. A law degree from an accredited college or university program with experience in private practice is required. Business experience is desirable. Salary is negotiable. Deadline for receipt of letter of application and résumé is March 6, 1992. Send to:

Roger J. Bergh

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A complete list of the latest government grants, foundation grants, and private gifts to colleges and scholars -

every week in The Chronicle.

UNIVERSITY OF DUBUQUE Office of Student Life

Director of Student Activities

Responsibilities include directly assisting the Vice President for Student Life in the leadership of the Student Life Office; developing a comprehensive activities program; advising the Student Activities Board and Greek (local) organizations; coordinating summer programs.

Qualifications include a Master's degree and 3-5 years' professional expen-ence in student activities or residential programming; preference for a small college atmosphere; demonstrated leadership and organizational ability, high energy level and a goal of attaining an upper-level administrative position.

Director of Counseling Services

Responsibilities include providing invividual and group psychological counseling; crisis intervention resource; being train RA's as peer counselor; serve as liaison with area mental health resources; and supervise the Placement Coordinates.

Qualifications include Master's degree in clinical psychology, social work or counseling; minimum 2 years' post-Master's experience working with college age individuals; knowledge of college student counseling concerns and student development; preference for work in a small college atmosphere.

The University of Dubuque, located in picturesque Dubuque (pop. 65,000) is an independent college and seminary related to the Presbyterian Church (U.S.A.). Emphasis is placed on application and synthesis of knowledge, communication and understanding among people of different cultures (25% of UD's student body is foreign or U.S. nilnority), and awareness and steward-thip of the goving parts.

Both appointments are for 12 months and the salaries are competitive and dependent upon background and experience. Positions begin July 1, 1992 and August 1, 1992.

Letter of application; résumé; names, addresses and phone numbers of three references; and graduate transcripts should be submitted by April 8, 1992 to:

Bucky Zietz Vice President for Student Life University of Dubuque Dubuque, IA 52001 (319) 589-3128

ACADEMIC SERVICES REPRESENTATIVE

Sallie Mae, a \$45 billion, AAA-Rated financial services corporation, is seeking an Academic Services Representative for our Mid-Allantic District Sales Office located in Purchase, New York.

Responsibilities include developing a landar referral network, developing and executing strategies that source loan volume, enhancing Sallie Mau's image in the postsecondary marketplace, selling school-based products and services, initiating and maintaining contracts with school personnel, and acting as a talson between borrowers, schools, and landers. The successful candidate will have a B.S. degree; 3-5 years of financial aid experience; excellent communication skills; and public speaking experience. Approximately 40% travel required.

Sallie Mae offers an excellent benefits package including a 401 (k) Tax-Deferred Thrift and Saving Plan. Employee Stock Purchase Plan, and more. For consideration, please submit resume, including salary history, to Susan Sirbaugh.



Student Loan Marketing Association 1050 Thomas Jefferson Street, N.W. Washington, D.C. 20007
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technological and market dynamics of U.S. production equipment and machine tool sectors, economic ausments whom interindustry and interfirm linkage. U.S. science and technology policy, and the debates surtounding U.S. economic competitiveness. Candidate about also have demonstrated capacity to facilitate discussion and consensus among diverse public and private sector groups. Responsible for direction of research, organization of issue-focused conferences, developing secess to research formation and support for research, writing proposals and briefing papers, publishing research groups. Time and responsibilities arranged to assure scholarly publications. Qualifications: Ph.D. or equivalent in economics, political aclence, resional planning, or public policy is a prerequisite. Candidate should have record of scholarly scholars and a demonstrable record of scholarly explessional degree in public policy desired. Candidate should have record in the consensual planning, or public policy is a prerequisite. phanias, or public policy is a prerequisite, professional degree in public policy desired. Candidate should have record of scholarly achievement, grant writing experience, and experience organizing international academic conferences. Salary range, \$41,600-\$52,900 depending on experience, \$41,600-\$52,900 depending of experience, \$41,600-\$52,900 depending or convertion, and industrial development. Candidate will work for Directors of fiskle and 115 to design and implement revearch and teaching program on U.S. economic competitiveness, emphasizing comparative manufacturing and advanced practices and econogic conversion. Applicant should have demonstrated knowledge of the dysamics of market competition, as well as an understanding of corporate production recurrentiated in the U.S., furope, lapan, and the newly industrializing countries. Time and responsibilities stranged to assure scholarly publications. Qualifications: Ph.D. or equivalent in economics, political prices, regional plancing, or public policy is a prerequisite. Candidate should have grant writing and fund-raising experience, and a demonstrable record of scholarly achievement and publications. Salary: commensumic with experience. 3) Research Program Coordinator: Coordinate a UC Berksley project on technology, econ

UNCCHARLOTTE

RULLETIN BOARD: Positions available

UNC Charlotte Is a modem, fast growing university located northeast of uptown Charlotte. UNC Charlotte Is one of 16 schools that comprise the University of North Carolina System. UNC Charlotte has a student popula-tion of 15,000 and a residential population of 4,100.

RESIDENCE COORDINATOR

Responsible for the total program in a residence hall/area housing 500-700 students. Duties include, staff selection, supervision, programming, administration, advising, and discipline. Additional responsibilities such as teaching, leadership training, and advising student court system will be assigned. Time limited two year appointments subject to renewal. Employ-ment is ten months annually, summer employment possible.

Qualifications: Bachelor's degree required, but prefer master's degree in Student Personnel or related field and two years of graduate assistant experience. Candidates with previous experience working with diverse populations are encouraged to apply. Salary: \$17,145 plus apartment and limited meal plan. Starting date: August 1, 1992.

Application Procedure

Send letter of application, résumé, and names and phone numbers of

Phil Riordan
Associate Director of Residence Life
Scott Hall - Residence Life
UNC Charlotte
Charlotte, NC 28223

Application Deadline: To receive full consideration, applications must be received by March 27, 1992. However, applications will be accepted until the position is filled.

First day interviews at NASPA and Oshkosh Placement Exchange may be arranged in advance for candidates who submit applications prior to the

UNC Charlotte is an affirmative action, equal opportunity employer and encourages qualified women and minorities to apply.

Planning & Policy Analysis **UNIVERSITY OF HOUSTON**

The Office of Planning & Policy Analysis is responsible for policy analysis; organizational research design, implementation, and data analysis; and government and institutional reporting. The following positions are available. Assistant Director: Coordinates all reporting, supervises 3 planning analysis, develops enrollment projections, and acts as the department's system/data manager. Coordinator: Responsible for institutional rusearch and policy studies; provides informational support for senior management in decision making.

Candidates must have a master's degree in a research-based discipline; experience conducting institutional research; knowledge of mainframe and microcomputers; and statistical skills that include analysis and the use of software packages. In addition, at least 2 years' relevant work experience in higher education and supervisory experience are required for the assistant director position.

To apply, mail a letter of application and resume by March 17, 1992

Fluman Resources Department University of Houston Houston, TX 77214-2770

Equal Opportunity, Affirmative Action Employer

ale opening. Salary negotiable. No calls. Send tesumé and writing sample to Camilla Bore, at The North Charles Street Design Organization, 222 West Saratoga Street, Ballmore, Maryland 21301.

Reading/Language Arts: Carned docturate in Reading/Language Arts or related field with whole ianguage Arts or related field with whole ianguage Arts or related field with whole ianguage orientation. Individuals with ABD status considered if defense date is specified. Three years' K-12 professional experience essential. Must have commitment to field-based disentative desilience, and collaborative methods of instruction. Primary responsibility for teaching courses leading to reading endorsement: the reading process, content seas reading, adolescent literature, assessing and evaluating literacy. Must be knowledgeable about current educational issues, within a supervise student leachers, advise students, collaborate with public schools, actively participate in division and college initiatives and strive for excellence in every facet of the teacher education protram. The Education Division is highly committed to attaining ethnic diversity in the composition of its faculty. Nine-mount position attants. August 18, 1992; ashary range \$25,000,436 ofto feeting the status of the seasons at the second of the seasons and the seasons and the seasons and the seasons and the seasons and the seasons and the seasons and the seasons are seasons. position etarts August 18, 1992; salary mage \$22,009-330,000. Interviews will proceed as applicant screening occurs. Submit by April 1, 1992 letter of application, gradusts transcripts, current prisund. 3 letters of reference and home-folice telephone numbers of 3 additional references to: Dr. Eitem Wright, Education Division Chair, Lawis-Clark State College, 8th Avenue and 6th Street, Lewiston, Idaha 8350; 1208; 799-2200, lax (208) 799-2831. AA/EO Employer.

Recreation: The Department of Health, Physical Education and Recreation at Pittibura State University has an anticipated teaure-earning position for an Assistant Professor. Applicants about have an armed doctorate in Recreation-earner smalles or in Physical Education with an emphasis in Recreational Therapy, Persons with ABD and outstanding reflectation; experience in grant applications; and hold current professional extilication in Therapoutic floriestonal certification in Therapoutic Incompressional certification in Therapoutic floriestonal control and anticipations; and control of the professional control of the professional certification in Therapoutic freation and the professional core; advising upperviates interesting and scholarly activity. Application deadline for first

consideration is March 30, 1992. Interviews will be at the AAHPERD National Convention in Indianapolis on April 7-11. Applicants should submit a letter of application, credentials, transcripts and three letters of recommendation to: Dr. Tom W. Bryant, Chairman, Department of HPER, Phitsburg State University, Phitsburg, Kansat 66762. Phitsburg State University is an Equal Opportunity. Affirmative Action Employer.

Receation/Leisure Studies: Tenure track assistant professor with expertise in the management of leasure services and/or resources to begin September, 1992. Doctorate in Recreation and Leisure studies or closely related field. Preference for some-closely related field. Preference for someclosely related field. Preference for some-one who can publish, acquire asternal fundron, direct graduate theses, and inter-face with practitioners. Send vila, letter of interest outlining a prospective research program, and the names, addresses and telephone mumbers of four references by March 15, 1992 to; Dr. John Dattilo, Search Commutine Chairperson, Department of Recreation and Leisure Studies, 223 laard-man Hall, University of Georgia, Athens, Georgas 30/02

ran riss. University of Goorga, Attention (Georga 10602
Registrar: University Registrar. Willamette University invites applications and monitations for the position of University Registrar. Qualifications: Excellent record of working with facultion of University Registrar. Qualifications: Excellent record of working with faculty, students, itself and diverse university constituencies; strong sense of the purposes of a theral arts education and the goals of graduate study; proven leadership and organizational chiles; master's degree required, terminal degree desirable; knowledge of AACRAO guidelines and federal reporting requirements; experience in administering computer-based student information systems; ability to amstyre attainsteal reports and prepare executive summaries or use in planning. Experience as a registrar or associated assistant registrar it preferred, but other significant administrative experience in a university or college terting is highly desirable. Responsibilities: The Registration will be considered. Teaching experience in a university or college terting is highly desirable. Responsibilities: readering policies of the university in the responsibilities: residention and official academic records for the university; innigenesis and colores academic policies of the university is undergraduate faculties: consults with faculty bodies about academic requirements; evaluates progress toward

Elizabethtown P

ASSISTANT DIRECTOR OF RESIDENCE LIFE

Under the administrative supervision of the Director of Residence Life, the Assistant Director of Residence Life is responsible for the administration of an assigned residential unit, providing direction, counsel, and support to the student residents and to the programs and activities of the unit, and the physical maintenance of the unit. Administrative responsibility for two or more functional areas within the Residence Life Central Office including staff development, selection, training, programming, and housing operations.

Masier's degree in College Student Personnel/Righer Education and Student Affairs Administration (or equivalent) required; demonstrated residence hall experience.

Position is available June 1, 1992. Competitive salary plus apariment and board. This is a 12-month, live-in position with excellent benefits.

Elizabethtown College is a private, coeducational, liberal arts college with approximately 1,500 students. Located in Lancoster County, it is within 2-1/2 hours of Philadelphia, Washington, Baltimore. To apply, submit a letter of application, résumé, three current letters of reference, and transcripts to: Martha A. Farver-Appar, Director of Personnel, Elizabethtown College, One Alpha Drive, Elizabethtown, Pannes/Paris. 1922.

A College representative will be interviewing at NASPA. Deadline for initial screening of applications: March 11.



Four Area Coordinators at Carnegle Mellon University share broad responsibilities for creating and maintaining a residential environment which enhances resident student development and complements the educational mission of the university.

Responsibilities include: staff supervision, program planning, disciplinary counseling and facilities management in a housing system of 2,750 students and 90 student staff members. Live-in responsibilities required. Requirements: Master's degree in student personnel or related field. One or two years' recent residence half experience required, prior experience natist have included supervision of student staff and involvement in educa-

Solary and Benefits: \$17,000 plus partial meat stipend, flexible health benefits plan, furnished apartment, tuition remission benefits and professional development opportunities.

Available: July 1, 1992. Send cover letter, résumé and names of three references to; Anthony M. Martin, Director of Housing, Carnegie Melkon University, 1060 Morewood Avenue, Pittsburgh, PA 15213, by April 10, 1992. Interviews will be arranged for ACPA and NASPA. An EO/AA Employer.

KENYON COLLEGE

Director of Student Activities, Organizations and Greek Affairs

Kenyon College invites applications for this important student affairs staff position. Major responsibilities include: general supervision and advising of all student organizations, including groups responsible for all-campus social events; responding to student programming littles; management of a non-curdular social recreational facility; co-ordination of leadership development programs; assist in planning of orientation; coordinate publications (i.e., events calendars, leadership

This is a ten month position and salary and benefits are competitive Qualifications: Mester's Degree preferred but not required. The suc-cessful candidate will demonstrate relevant experience in student ac-tivities, strong organizational abilities, a genuine interest in working with students, and a sense of humor.

Send letter of application and three letters of reference to: Cheryl Steele, Associate Dean of Students, Kenyon College, Gambler, OH 43022. Application review will begin April 1, 1992. An EOE, Kenyon encourages applications from women and persons of color.

Coverage of breaking news that affects higher education — from state capitals, academic conferences, and campuses throughout the country and the world ---

every week in The Chronicle.

REFERENCE LIBRARIAN, with a specialty in immunities: the social sciences, or ethnic studies. Candidates are sought who can work effectively in both traditional and automated reference services with patrons rang-ing from undergraduates to research faculty and who would participate in bibliographic instruction and the development of innovative information services and research strategies. Daties include responsibility for collection development in area of specialization. Reports to Chief of Reference Division. Candidates for Instructor must have ALA-accredited MLS or equivalent; second master's required for tenure. In addition to ALA-accredited MLS, can-didates for Assistant Professor must have completed a doctorate or an additional master's.

Position available September 1, 1992, subject to funding availability. Salary and rank commensurate with qualifica-tions and experience. Instructor, \$28,260-\$39,080, Assist tant Professor, \$28,630-\$49,026

CHIEF OF PUBLIC SERVICES, reports to the Chief Librarian and is responsible for coordinating information services through active participation and direct involve-ment, supervising six public service divisions with a full-time staff of more than 25 (including 16 professionals), handling personnel relations, participating in administra-tion of the library, and promoting library services to the col-

Candidates must have ALA-accredited MLS or equivalent and a doctoral degree or second master's; experience in an academic library, administration, extensive provision of information (including automation) services, and demonstrated ability to work well with the public and to foster staff

Appointment to carry faculty status and rank of Associate Professor. Available September 1, 1992, subject to funding availability. Salary commensurate with qualifications and experience; range: \$37,308-\$68,129. Applicants should indicate position of interest, submit a cur-

rent vitae, copies of transcripts, a placement file or three letters of reference by April 13, 1992 to: Ms. Wilhelmina Varner, Executive Asst. to the Chief Librarian, Cohen Library.



The City College of New York Convent Avenue at 138th Street New York, N.Y. 10031 An AA/RO Employer M/



Florida International University **DIRECTOR OF THE STUDENT UNION** North Miami Campus

Florida international University invites applications to the position of Director of the Student Union. The North Miami Campus is located on beautiful Biscayne Bay. The campus of 6.500 students offers academic programs in Liberal Atts, Journalism and Mass Communication, Public Aliais, Hospitality Management and Nursing.

Qualifications Master's degree in Higher Education, Business Administration or related field and four years of full time experience in student union work; or Bachetor's degree in appropriate area of specialization and six years of exponence in student union operations required. Prefer candidates with fiscal management experience; demonstrated leadership adulty; computer literacy and experience in higher education administration.

Other destrable qualifications include the ability to manage facility renovation project and experience in managing a student usion in a medium to large enfolge or university setting. Experience in student activities programming, conducting workshops and advising student groups and organizations are also destrable.

Salaryi Competitive and commensurate with experience.

Starting Dater July 1, 1992.

Application Procedures All letters of interest must be postmarked by April 17, 1992.

Application should include a lotter of application; a resume; and the names, addresses, and telephono numbers of three retrences. Representatives will be accepting resumes and interviewing at NASPA and ACU-I conferences.

Apply to: Glenda Belote, Ph.D.
Florida International University
N. E. 151 Street and Biscayne Bhd. - Lib 317A • North Mami, Fl. 3318 (FIU is an Equal Opportunity. Affirmative Action, Equal Access Employer.
A member of the University System of Florida

ment program. The Resistrar is expected to provide leadership for the conversion to a new computer-based student information module scheduled for 1992-91. Williametic University is an independent, coeducational university with 2.305 students carolised in a college of liberal arts and graduate programs of law, management and teaching. Founded in 1842. Williamette has a long tradition of quality education and has endoyed a decade of growth in carolinear and resources. Located on an attractive campus adjacent to the usate capitol. Williamette is one hour's deving time from the Pacific coast, Cascade Mountains, and Portland, Orogon's largest city. Submit letter of application, a current resume and someta, addresses and telephone numbers of at least four professional references to: Chair, Search and Screening Conspilete, of Dr. ogy. Maione College is a Christian liberal arts college affiliated with the Evengelical Friends Church—Bastern Region. The Col-lege is searching for a reason who is theo-logically aligned with the Evengelical small-tion and who studied encourage for the search. tour professional references to: Chair, Search and Screening Committee, etc Dr. Todd S. Hutton, Vice President for Academic Administration, Waller Hall, Wil-lamette University, 900 State Street, Sa-lom, Oregon 97301. Aprikations received by March 11. 1992 are assured of receiving to consideration. The position is available on or after June 1. 1992. Willamette Uni-varsity is an Equal Opportunity Employer. Warnen and minorities are encouraged to apply.

Religion/Administration: Religion/Director, Malone College is accepting applications for the directorship of a new Master's program in Christian Ministries which is designed to equip individuals for ministry as well as further academic work. The pestion includes administrative and teaching responsibilities. Condidates must have proven administrative experience in a graduate degree program as well as autensive traching experience at the graduate level. It is estendial that applicants have a completed Ph.D. with a specialization in Contemporary Theology or Church History. Desired areas of competence would include other Pasteral Ministric (e.g., practical theology, preacting, counseling, etc.), Church History, or Contemporary Theol-

Religion/Theology/Ministry: Religion/Disosator. Malone College is accepting applications for the directorship of a new Master's.

ion for the directorship of a new Master's program in Christian Ministries which is designed to equip individuals for ministry as well as further academic work. The pusition includes administrative and teaching responsibilities. Candidates must have proven administrative experience in a graduate degree program as well as extensive teaching experience at the graduate level. It is essential that applicants have a completed Ph.D. with a specialization in Contemporary Theology or Church History. Desired areas of competence would include either Pastoral Ministries et ag., practical theology, preaching, counseling, etc.). Church History, or Contemporary Theology in the program of the master areas of competence would include either Pastoral Ministries et ag., practical theology, preaching, counseling, etc.). Church History, or Contemporary Theology in the contemporary Theology areas areas of competence would include either Pastoral Ministries and the College is a Christian liberal arts college militated with the Evangelical gradition and who would encourage faculty-student interaction. Malone is an Equal Opportunity Employer, Miffeltiv. Send curriculum vitus, which should include a statement of philosophy of Christian higher education, to Dr. Ronald G. Johrson, Provot of the College, Malone College, 555, 23th Street, P.W. Carnon, Ohio 49799, Deadline for applications is March 15, 1992.





THE UNIVERSITY OF TEXAS AT BROWNSVILLE

Director of Library

The University of Texas at Brownsville seeks an energetic, progressive professional for the position of Director of the Library. The Director is responsible for the administration and supervision of all library services. The Director provides for the planning and development of programs to meet catabilished goals and objectives of the library and analyzes the legal, physical and stanistical aspects of factors impacting library operations. The Director investigates trends in specific library programs and directs the testing of new techniques, materials, and equipment. The Director is responsible for establishing anti-maintaining library operations including technical services, public services, personnel management, and financial administration.

Qualifications: Master's degree required MLS degree preferred. Stypns reference and circulfilian background and administrative expendence preferred. Excellent communications and interpersonal akills necessary to work collegistly and cooperatively with library staff. faculty, public and the university community are necessary. Experience with library automation and commitment to the service role of the library in a bilingual/

The University of Texas at Brownsville's one of fifteen component institutions operated by The University of Texas Brownsville's one of fifteen component institutions operated by The University of Texas System. It is located in the southern tip of the state of Texas. Dimites from the Claff of Mexico and one block from the Texas. Mexico border. Its most unique characteristic is a recently formed partnership with Texas. Southeness College, a compared tempts in Brownsville, Texas. The pattership allows for the University and the community college to operate with a consolidated administrative structure, a combined faculty and a shared teaching mission to provide for conditioning in curriculum, efficient use of resources, and high quality fastructional programs.

Salary: Competitive and commonsurate with qualifications and experience Starting Date: Early Spring 1992.

pplication Deadline: Completed applications containing a lotter of application, résumé
(vita, transcripta, and these feiters of recommendation should be received by March
(1921. Candidates invited to interview may be required to submit additional informaon by the Search Committee. Applications should be sent to:

Alexa Pfister, Acting Director of Human Resources The University of Taxas at Brownsville 80 Fort Brown Brownsville, Texas 78520

The University of Texas at Brownsville, in partnership with Texas Southmost College, is an Affirmative Action, Equal Opportunity Employer. Women, minorities, and individuals with disabilities are encouraged to apply. UTB is a "Smoke-Free Institution". Smoking is not permitted in any facility of the University.

UNIVERSITY OF PITTSBURGH **SCHOOL OF MEDICINE**

Director, Office of Medical Education

The University of Pittsburgh School of Medicine is seeking applications for the position of Director, Office of Medical Education, a faculty position providing educational, research, and administrative assistance to the School. Responsibilities include providing assistance in instructional design, planning, and evaluation of instructional resources; facilitating instructional innovations and strategies; and assisting faculty in enhancing leaching effectiveness. The Director will also design and participate in medical education research and assist in the formulation of the educational budget and policies.

Qualifications: Successful candidates will have experience in higher educa-tion, preferably with experience in medical education and should have experi-ence in testing and evaluation, curricular design and evaluation, grant writing, research and data analysis. An M.D. or Ph.D. in Educational Psychology or a D.Ed. is required.

Interested candidates should submit a letter of interest and curriculum vitae by March 31, 1992 to:

Sheldon Adler, M.D. Associate Dean
University of Pittsburgh School of Medicine
M246 Scalie Hall
Pittsburgh, PA 15261

The University of Pittsburgh Is an Affirmative Action, Equal Opportunity Employer.

Religious Sterilas: Esrah Lawrence College anticipates a tenure-track appointment in the historical and comparative study of religion. The candidate should have a specialization in Biblical Studies and the History of Judeo-Christian. Thought. We require someone with a demonstrated comprisment to placing these insterests in the wider context of the study of the world's religione. Sanch Lawrence is a small liberal aris college which emphasizes seminars and individual interials. Sand curriculam without the religionest in the first of reference, and sample syllabile interior of reference, and sample syllabile interior of reference, and sample syllabile interior of reference, and sample syllabile interior of reference, and sample syllabile interior of reference, and sample syllabile interior of reference of the second of Science in Biology, employer will accept application of the second of Science in Biology, employer will accept application of the second of

ice sorr of Bast Asian relations, to beain August. 1992. Required: all requirements for the Pt.D., except the dissertation. Desirable: Pt.D., especialization in Chinese relations; experience in East Asia proved excellence in teaching: publications. Tenching responsibilities include introductory and upper level undergandinate courses, a systematic specialization taxicatis. The University of lows seeks to increase faculty diversity of lows. Actively participate in response to the local properties of the local properties of the local properties. School of Kellision, The University of lows, lowed City, Iowa 52242. Affirmative Action, Equal Opportunity Employer.

Research Research Research research problems to free research problems to the large of read research problems to lower the large of t sons, experience in this; publications. Tenching responsibilities include introductory and urpse level undersmiduate courses, a syndrate syndrate include introductory and urpse level undersmiduate courses, a syndrate syndrate increase faculty diversity of lows aceks to increase faculty diversity of lows aceks to increase faculty diversity of lows aceks to increase faculty diversity of lows aceks to increase faculty diversity of lows, lowed city, lowed states of economic and three letters of recommendation to Chair. Bast Asian Search Committee. School of Religion, The University of lows, lowed city, lowed 5242. Affirmative Action, Equal Opportunity Emproyer.

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DIVISION OF STUDENT AFFAIRS FLORIDA STATE UNIVERSITY DIRECTOR, MEDICAL/ **HEALTH ADMINISTRATION**

The Director, Medical/Health Administration is responsible for the direction, operation and control of the Thagard Student Health Services in providing the primary medical care and medical support services to the students of Florida State University and other eligible individuals. Director is responsible for the fiscal management of the Thagard Student Health Services, student wellness and health enhancement, and all administrative and husiness functions and the provision of technical and support services to the Thagard Student Health Services and its staff and management. The Director, Medical/Health Administration reports to the Vice President for Student Affairs. **OUALIFICATIONS**

Master's degree in an appropriate area of specialization and six years' directly related professional experience; or a bachelor's degree in an appropriate area of specialization and 8 years' directly related professional work experience. College health service leadership experience essential. Ph.D. or M.D. preferred. Master's degree essential. SALARY

\$41,810-\$75,300 (salary commensurate with education and experience). APPLICATION DEADLINE

Applications must be received by April 16, 1992. To apply, send a cover letter and two copies of your resume and three letters of reference to:

PERSONNEL RELATIONS FLORIDA STATE UNIVERSITY 216 WILLIAM JOHNSON BUILDING, R-49 TALLAHASSEE, FLORIDA 32306-1001 FLORIDA STATE UNIVERSITY IS AN AFFIRMATIVE ACTION/EEO EMPLOYEI

JAMES MADISON UNIVERSITY

#00457 Senior Auditor-Audit & Management Review Services

Audit Senior for the Internal auditing program. Responsible for performing audit survey activities and identifying and evaluating adequacy of internal controls for diverse operations at the University. Will also be responsible for developing and completing audit programs for testing accounting controls, management controls, and economy and efficiency of operations, and for preparing audit reports to communicate results. Competitive candidate must possess thorough knowledge of accounting principles, internal audit standards, and management practices. Must also possess an ability to apply principles and standards. CIA, CISA, or CPA desired. Salary range: \$30,105-\$45,965. Application closing date: March 13, 1992.

A commitment to work effectively in and to promote an equal employment.

commitment to work effectively in and to promote an equal employment orlding environment is a condition of employment. Submit applications to: Employee Relations and Training James Madison University Harrisonburg, VA 22607

EOE/AA

Chief Business Officer

Western States Chiropractic College

The Chief Business Officer reports directly to the Prosident. Responsibilities of accounting, budgeting, purchasing, computer services, physical plant, bookstore, and personnel.

bookstore, and personner.

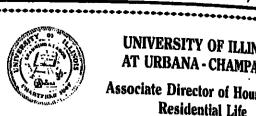
The successful candidate has a minimum of a BS in Accounting and a minimum of 5 years' experience as a financial manager in a multi-million dollar organization. Several years of this total should be in an academic environment. In-depth knowledge of finance and budgeting, skills in supervision, and oral/written communication necessary. Experience with chiropractic valued.

Position begins by June 1, 1992. Salary commensurate with experience. Standard benefits package provided. Please forward cover letter and resume by Tuesday, March 17, 1992, to:

Personnel Department
Western States Chiropractic College
2900 NE 132nd Ave., Portland, OR 97230-3900
(503) 256-3180 ext. 325 An Equal Opportunity Employer

 ${f T}$ he most extensive listing anywhere of jobs available in higher education —

every week in The Chronicle.



UNIVERSITY OF ILLINOIS AT URBANA - CHAMPAIGN

Associate Director of Housing-Residential Life

The Associate Director is responsible for planning, managing, and coordinating the total Residential Life operation of Lousing Division which involves comprehensive testionalbilities for student housing, localisms, including undergraduate and graduate student housing, fond service, conference services, maintenance and custodial services. The Associate Director assumate adership in coordinating program development with other departments in the Division of Student Affalis. The Housing Division provides facilities to nearly 11,000 students, has a full time staff approximating 700, and has an operating budget in excess of 40 million dollars. The Housing Division is a completely self-supporting auxiliory enterprise. completely self-supporting auxiliary enterprise.

Ph.D. degree in Student Personnel, Higher Education or other related field preferred. A Master's degree in the same or other related area is

field preferred. A Master's degree in the same or other related area is required as a minimum.

Seven years of administrative experience at a significant level of authority and responsibility in a college housing program at a major residential university.

A proven track record as an effective leader and trainer, demonstrating good communication and analytical skills.

A demonstrated respect for, and understanding of, college students.

Starting Date: Regular, full-time position is presently open; beginning date is

Starting Salary: Competitive Application Deadline: April 3, 1992 (This is an extended deadline.) Send letter of application, resume, and three letters of reference to:

Thomas Scals, Chair C/o George Shoffner Director of Housing 200 Clark Hall 1203 South Tourth Street Champaign, Illinois 61820 (217) 333 0641 Ear 2172 248 07904

The University of Illinois is an Affirmative Action, Equal Opportunity I'mployer

Athletics Director of Athletics and Recreational Services

The University of Rhodo Island invites applications and nominations for the position. Qualifications: The successful candidate for the position must have a Bachelor's degree; progressively responsible administrative a cachear a degree; progressively responsible a-ministrative experience to athletic programming and/or a significant organizational solling, background in budget development and fis-cal management; strong oral and written communication skills; awareness of and commitment to NCAA standards, Title IX, and the statement of principles proposed in the Knight Commission Report, strong sensitivity to the academic requirements of a teaching and research university, with a demonstrated understanding of the proper role of athlotics within the mission of such a university; strong commilment to gunder, racial, and ethnic diversity. An advanced ecademic degree, experience in a Division 1 athletic program, and successful experience in athletic marketing and resource development are desired. Memberahlp in the NCAA Division 1, Atlantic 10 Conference, and Yankoe Conference (Inotiball 1AA). URI conducts an extensive intramural and club sport program and 21 intercollogists sports for men and women. Enrollment 17000 undergraduate and graduate students. The position reports to the President through the Vice Pres dent for Student Development Applications containing a current resume and the names of three references must be received by March 16, 1992 and addressed to Mr. Robert Beagle, Search Com-mittee Chair, The University of Rhode Island, RO. Box G, Kingston, RI 02881. Starting date for the position; as soon as possible, An Affirmative Action/Equal Opportunity Employer.

Research/Chemistry: Research Associate to conduct research in heterocyclic chemistry. Ph.D. to Organic Chemistry and one year's experience as a Research Associate, required. Must have background in synthetic methodology, carbanisa chemistry, knowledge of NMR, IRPLC, and utilization in the area of year molecular biology, 523,0007-924; 48 hours/week. And attural product synthesis. Must have of linert atmosphere techniques. 521,0007-924; 500 miles. Austin, Texas Targit, bo Order 943,831592.

Research / Mechanical Engiagering Research / Mechanical Engiagering Research investigator, 40 hours week, 5 m.

year. Submit résume to: The Philadelphia Philadelphia, Pennsylvanis 19123. Refer to Job Corder #438352.

Research / Evaluation / Education: Research / Evaluation / Education: Research / Evaluation / Education: Research / Evaluation / Education: Research / Evaluation / Education: Research / Evaluation / Education: Research / Evaluation / Education: Research / Evaluation / Education: Research / Evaluation / Education: Research / Evaluation / Education: Research / Evaluation / Education: Research / Evaluation / Education: Research / Evaluation / Education: Research / Evaluation / Education: Research / Evaluation / Education: Research / Evaluation / Education: Research / Evaluation / Education: Research / Education: Research / Education: Research / Education: Research / Education: Research / Education: Research / Education: Research / Education: Research / Education: Research / Education / Education: Research / Education: Research / Education: Research / Education: Research / Education: Research / Education: Research / Education: Research / Education: Research / Mechanical - Research / Mechanical - Employer Research / Mechanical - Employer Research / Mechanical - Employer Research / Mechanical - Employer Research / Mechanical - Employer Research / Mechanical - Employer Research / Mechanical - Employer Research / Mechanical - Employer Research / Mechanical - Employer Research / Mechanical - Employer Research / Mechanical - Employer Research / Mechanical - Employer Research / Mechanical - Employer Research / Mechanical - Employer Research / Mechanical - Employer Research / Mechanical - Employer Research / Mechanical - Employer Research / Mechanical - Research / Mechanical - Employer Research / Mechanical - Employer Research / Mechanical - Employer Research / Mechanical - Employer Research / Mechanical - Research / Mechanical - Research / Mechanical - Research / Mechanical - Research / Mechanical - Research / Mechanical - Research / Mechanical - Research / Mechanical - Research / Mechanical - Research / Mechanical - R

Restarcta/Mechanical Engineering: The De-partment of Mechanical, Industrial and Nu-clear Engineering/Center for Advanced Manufacturing Systems at the University Manufacturing Systems at the University of Cincinnati has openings for Research Assistant Professors to perform research and teach project-related courses in the a-san of computer integrated enaminational factable assembly systems, computer sided factable assembly systems, computer sided factable assembly systems.



BULLETIN BOARD: Positions available

The University of California at Berkeley is seeking an individual to provide leadership for its Athletic Study Center. The Center promotes and enhances the academic skills of the 900 students at Berkeley who participate in intercollegiate athletic sports. Reporting to the Dean of Educational Development, the Director oversees the Center's programs and manages its resources (8 full-time staff, 70 student tutors, and a budget of \$450.000).

QUALIFICATIONS: Demonstrated management skills; experi-ence in planning, implementing, and evaluating instructional or student service programs; familiarity with the issues facing student-athletes and an understanding of the role of athletics on a major university campus; demonstrated commitment to student development and retention in a diversified environ-ment. Preference will be given to candidates who have administered comparable academic assistance programs for student-athletes and have advanced training in a relevant

SALARY: Between \$50,200 and \$62,800 (mid-point of range). APPLICATIONS: Applicants should submit a résumé, a cover letter stating qualifications, and the names of three references to:

> Marilyn Morrissette Campus Personnel Office 207 University Hall University of California Berkeley, CA 94720 Job # 02-112-11 (M) Closing date: March 20, 1992

The University of California at Berkeley is an Affirmative Action, Equal Opportunity Employer.

DIVISION OF STUDENT AFFAIRS FLORIDA STATE UNIVERSITY DIRECTOR **UNIVERSITY COUNSELING CENTER**

RESPONSIBILITIES
The Director, University Counseling Center is responsible for providing direction of a student development and counseling service organization serving a student body of 28,607 students on a residential campus. The director will plan, organize, and implement a comprehensive psychological counseling program, including special outreach programs for woman, minority, and non-traditional students. The Director reports to the Vice President for Student Affairs.

QUALIFICATIONS Must be licensed as a psychologist and most requirements as estab-lished by the American Psychological Association, which includes a dectorate degree and a supervised practicum experience. Five years' senior level experience in a college or university counseling center or mental health program is essential.

SALARY \$35,920-\$84,700 (salary commonsurate with education and experi-

APPLICATION DEADLINE Applications must be received by April 16, 1992. To apply, send a cover later and two copies of your resume, and three letters of refer-

PERSONNEL RELATIONS FLORIDA STATE UNIVERSITY 218 WILLIAM JOHNSON BLDG., R-49 TALLAHASSEE, FLORIDA 32306-1001

FLORIDA STATE UNIVERSITY IS AN AFFIRMATIVE ACTION. EEO EMPLOYER

one or move of the above areas. Condidates should submit applications (including vitac and references) by March 31, 1992 to: Dr. A. H. Soni, University of Cincinnati, Department of Mechanical, Industrial and Nuclear Engineering, 500L Rhodes Hall, Cincinnati, Ohio 43221-0072. The University of Cincinnati as an Equal Opportunity. Affirmativa Action Employer.	U.S. Please send resume or apply to: L. M.

Research/Mechanics: Research Associate. Will conduct research in the area of wave motion and tribology using theoretical and applied mechanics, with particular emphasis on interface scattering in two different materials and failure analysis to composite materials, as well as the stress enalysis for the classing in the stress enalysis for materials in contact phenomena. Will apply the boundary element method (BEM) to solve the dynamic problem and the noutlesse. Research/Medical Science: Research Asso-ciate. Jub under number 6587301. Duties consist of histochemical and immunohisto-chemical staining, histological processing of human and animal tissue tincluding brain transplant tissue), animal surgery, data eo-try, and E.M. processing of tissues. Must be profiteent in the use of laboratory equip-ment terlighers when thems.

m. Wil apoly the boundary element method the nonlinear finite element method (PEM) to solve the dynamic prublem of the nonlinear finite element method using different computational problem by superfected computational problem by superfected computational problem by superfected computational programs in different computational programs in different computational programs in different computational programs in different computational programs in different computational programs in different computational programs in different computational programs in different computational programs in different computational programs in different computational programs in different computational programs in different computational programs in different computational programs in different computation of a Ph.D. thesis in interface convict-lebedev special integral transpage. In experience in the judy to compute the different computation of a Ph.D. thesis in interface convict-lebedev special integral transpage. In experience in the judy to compute the different computation of the flavor special integral transpage. In experience in the judy to compute the flavor special integral transpage. In experience in the judy to compute the flavor special programs in the judy to compute the flavor special programs in the judy to compute the flavor special programs in the judy to compute the flavor special programs in the judy to compute the flavor special programs in the judy to compute the flavor special programs in the judy to compute the flavor special programs in the judy to compute the flavor special programs in the judy to compute the flavor special programs in the judy to compute the flavor special programs in the judy to compute the flavor special programs in the judy to compute the flavor special programs in the judy to compute the flavor special programs in the judy to compute the judy to compute the judy to compute the judy to compute the judy to compute the judy to compute the judy to compute the judy to compute the judy to comput

DIVISION OF STUDENT AFFAIRS FLORIDA STATE UNIVERSITY

Director **Medical/Health Administration**

RESPONSIBILITIES
The Director, Medical/Health Administration is responsible for the direction, uperation and control of the Thagard Student Health Services in providing the primary medical care and medical support services to the students of Florida State University and other eligible individuals. Director is responsible for the fiscal management of the Thagard Student Health Services, student wellness and health enhancement and all administrative and business functions and the provision of technical and support services to the Thagard Student Health Services and its staff and management. The Director, Medical/Health Administration reports to the Vice President for Student Affairs.

OUALIFICATIONS

QUALIFICATIONS Master's degree in an appropriate area of specialization and six years' direct-ly related professional experience; or a backelor's degree in an appropriate area of specialization and 8 years' directly related professional work experi-ence. College health service loadership experience essential. Ph.D. or M.D. preferred. Master's degree highly preferred. SALARY

\$41,810-\$75,300 (salary commensurate with education and experience). APPLICATION DEADLINE Applications must be received by April 16, 1992. To apply, send a cover letter and two copies of your resume, and three letters of reference to:

PERSONNEL RELATIONS FLORIDA STATE UNIVERSITY 216 WILLIAM JOHNSON BLDG., R-49 TALLAHASSEE, FLORIDA 32306-1001

FLORIDA STATE UNIVERSITY IS AN AFFIRMATIVE ACTION, ELO EMPLOYER.

Activities Advisor, Campus Activities University of Houston

We are seeking applications from qualified individuals who can develop and we are seeking applications from qualified individuals win can develop and implement a varied program of co-curricular activities that meet the educational, social, and cultural needs of our diverse student propulation. The Activities Advisor for Programming will advise Student Program Board committees on concerts, victeo, special events, homecoming, and travel. The Activities Advisor for Panhellenic advises national women's fraternities and student organizations and supervises rosh activities.

Both positions require a master's degree in student personnel, counseling, or higher education and experience in advising, programming, and student leadership development. A backelor's degree with significant student per-sonnel experience will be considered. An ability to maintain a flexible work schedule that includes nights and weekends is required.

Review of applications will begin immediately and will continue until posi-tion is tilled. Preliminary interviews also will be conducted at NACA, ACPA and NAPA. To apply, please mail letter of application, resume and 3 letters of reference to:

Human Resources Department University of Houston Houston, TX 77204-2770 Equal Opportunity, Affirmative Action Employe

ELON COLLEGE

STUDENT AFFAIRS

Elon College, a four year private institution of 3.200 students located in north central North Carolina, invites applications for the positions listed below. Applicants for either position abustle send a letter of application, three letters of reference, and a statement of their philosophy of student development to: Ronald A. Klepcyk, Dean of Student Affairs, 2188 (sampus Rox, Elon College, North Carolina 27244. Application review will begin immediately and the deadline for submission of applications is April 1, 1992. Will be attending both ACPA and NASPA conferences.

DIRECTOR OF STUDENT ACTIVITIES AND STUDENT CENTER Immediate opening or Juno 1. 1992 starting date. The Director: advises the student programming board and the SGA; develops a comprehensive weekend activities program; manages the student center facility; prepares an annual budget request; coordinates the campus shuttle service; chairs the student media board; and setalist student groups seeking college recognition. Master's degree and 2-4 years' related experience required. 12 month position, Stary competitive.

DIRECTOR OF GREEK AFFAIRS Immediate opening or June 1 starting date. The Directors advises the Interfraternity and Panhellenic councils; coordinates workshops related to Greek life; mainsains records of each chapter; evaluates, makes recommendations, and implements college policies related to Greek life; provides leadership for Panhellenic rush; administers the rush counselor program; and prepares an annual budget request. Moster's degree and 2-4 years related experience required. 12 month position. Salary competitive.

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Lists of the latest books of interest to Academescholarly books and books about higher education ---

every week in The Chronicle.

PENNSTATE

College of Medicine • University Hospital
The Milton S. Hershey Medical Center

DIRECTOR OF STUDENT AFFAIRS THE PENNSYLVANIA STATE UNIVERSITY COLLEGE OF MEDICINE

The Pennsylvania State University College of Medicine is seeking a Director of Student Affairs. The Student Affairs Office is responsible for a number of student-related activities and services including admissions and recruitment, records and registration, financial aid, licensure and enrollment certification, student life and organizations, career advising, Dean's letters and other correspondence, and several special programs. The Director reports to the Associate Dean for Medical Education.

There are approximately 400 full-time medical and 120 graduate students enrolled. The College of Medicine is part of The Milton S. Hershey Medical Center which includes the University Hospital. Hershey is a community of approximately 20,000 persons situated in the rolling hills and farm-lands of Central Pennsylvania. It provides residents with employment, cultural, and recreational opportunities of a arger city without the associated crime, transportation, or ution problems. It provides easy accessibility to Philedelphia, Baltimore, Washington, D.C., and many other historical, cultural, and recreational attractions. Candidates should have a Master's degree in a relevant area (admissions, student affairs, financial aid, student services) plus two to three years of experience; a Bachelor's degree with an lent amount of experience may be considered adequate. Experience in a medical school satting is preferred. A resume or curriculum vitae should be

forwarded to Robert C. Aber, M.D., Associate Dean for Medical Education, The Pennsylvania State University College of Medicine, P.O. Box 850, Herahay, PA 17033 by March 31, 1992.

OUR CARING KEEPS BUILDING
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Residence Life Coordinator **University of South Carolina** Columbia

The University of South Carolina at Columbia amounces a Residence Life Coordinator position in the Department of Resident Student Development. The RLC is responsible for the quality of life of residents in an area housing 1200-1500 students. Specific duties include supervising 4-6 graduate residence hall directors, undergrathate RA's, desk staff, and evening security guards; managing crises and behavioral problems; implementing diversified programming based on the well-ness model; overseeing hall governments; and enforcing University regulations. USC-Columbia is the flagship institution of a nine campus system offering doctoral programs in a variety of fleids, including higher education administration and student personnel services. Master's degree in student personnel or related field plus two years' residence life experience preferred. This is a live-on position with a minimum storting salary of \$20,545 plus apartment and meals. Starting date July 1, 1992. Send letter of application, résumé, and turee letters of reference to Maureen Wilson, Residence Life Coordinator Search Committee, 1215 Biossom Street, University of South Carolina, Columbia, South Carolina 29208, Applications postniarked by March 11 will receive priority consideration. Pre-arranging interviews for ACPA. Minority candidates are encouraged to apply, AAPEOE.

ceptor components, receptor RNA by liquid chromotographic and gel electrophoreic techniques. Western blotting. Order laboratory supplies. Maintain records. Supervise assistant. Need Master's or equivalent Medical Sciences, must be able to do high low pressure ilouid chromotography, raciorimmunosasays, establishmentain primary cell caltures, microgamical dissections, microlled and industrial substantial dissections and aganose gel electrophoresis. \$20,212. Apply at the Texas. Bemployment Commission. San Antonio, Texas. or send résumé to the Texas. Employment Commission. TEC Building, Austin, Texas 78778. Job Order \$668732. Advertisement paid by an equal employment opportunity employer.

Research/Neurobiology: Postdoctoral Re-search Associate in Molecular Neurobiology. Will engage in research studying atria-tal neurotrinsmitters, receptors and related enzymes in human brain material and sei-mai models of diseases, to understand the normal function of the basel generic and its patiology is Huntington's disease. Parkin-son's disease, schizophresis, and depres-sion, Will use DNA and RNA prufication, Northern biot analysis, in shu hybridiza-tion, imminocytochemistry and receptor binding. Requires M.D. or Ph.D. in neuro-

biology with at least two years' research experience in neurobiology and molecular biology using above noted research techniques, 40 hours a week. Salary \$25,000 per year. Send résumé and three letters of reference to Dr. Suzanno N. Huber, Department of Neurobiology and Anatomy, University of Rochester School of Medicine, 601 Elmwood Avenue, 10x 603, Rochester, New York 14642. Research/Neurology: Research Associate/ Neurology to investigate the mechanics of cell death et n molecular level dus to stroke. 40 hours/week. \$31,200 per year. Requirements: M.S. degree in Neurosci-ence, M.D. preferred. At least 2 years' of experience in neuroscience or in clinical neurology. Must prove least to work in the ucirrology, Must prove legal to work in the U.S. Send 2 coples of resume to: DOES; 500 C Street, N.W., Room 325 Washing-ton, D.C. 20001. Please reference Job order 49903.

ResearcivNeuroscience: Research Associate. Job order number 16521721. Position will study the loa mechanism, pharmaculosy and second measuragem involved in the activation of opioid and situamate receptors in labeled injential neurons in thin meduliary silees. Should be skilled in the techniques of whole cell voltage clamp, patch clamp, and intercellular recording of brain silee proparations, electronic instrumentation, computer, fast lamcellular and extracellular profusion, electrode fabrication, acustomory, and skills in retrustate and extracellular profusion, electrode fabrication, acustomory and neuroscience research. Salary is 31916.67 per month. Apply at the Texas Employment Commission, Optiveston, Texas; or send resume to the Texas Employment Commission, Universiton, Texas; or send resume to the Texas Employment Commission, Tex Building, Austin, Texas 78778. Ad is taid by an Equal Opportunity, Affarantity Action employer MF/HIV. Employer bires only redividuals authorized to work to the U.S.A.



Ball State University, with an enrollment of over 20,000 is a mid-sized public university located in Muncle, Indiane, a city of approximately 78,000 in east-central indiana. The primary mission of the university is to be a premier teaching university and is committed to insuring each student full access to faculty, administrators and facilities. The Office of Housing and Residence Life is responsible for the administration of the university 3 2 residence halls.

Assistant Director of Housing and Residence Life (Student Development)

(Student Development)
Responsible for student development activities in residence halls and university apartments. Activities to be supervised include: advising Residence Hall Association and National Residence Hall Honorary chapter, [acilitating student leadership, implementing programs in residence halls and university apartments, working with residence halls excurity staff, promoting departmental research efforts, and assisting with planning training programs for staff.

Qualifications include a Master's degree in Student Percent Higher Qualifications include a Master's degree in Student Personnel, Higher Education or related fields, 3-5 years of successful, full-lime post-master's experience in residence life and excellent human relations skills. Salary range is \$25,000 - \$27,000.

Interested candidates should submit a résumé, cover letter, end three letters of reference to: Dr. John E. Collins, Director of Housing and Residence Life, NO10 LaFollette Complex, Muncle, IN 47308. Applicant acreening will begin March 18, 1992, and continue until the position is filled.

Residence Hall Director

Live-in position responsible for overall management of two residence halfs housing about 400 students; supervision, selection and training of (6-8) resident assistants, (1) graduate student and desk staff; program development; student government advisement; discipline; personal counseling; coordination of administrative and facilities operations. Emphasis on creating and maintaining environments for etudent development based on a wellness philosophy; small school atmosphere at a mid-sized institution. Exceptional opportunities for professional development and involvement in and leadership of departmental planning committees.

Qualifications include a Master's dozena is Otto Live in two residence.

Qualifications include a Master's degree in Student Personnel, Higher Education or a related field and residence life experience required. Salary package includes \$18,000/10 months, spl. and board while school is in session, plus opportunity for summer employment. Interested individuals should submit a résumé, cover letter and three letters of referance to: Mr. Alan Hargrava, Assistant Director of Housing and Residence Life, N010 LaFollatte Complex, Muncle, IN 47308 Interviews will be conducted at the Oshkosh Placement Exchange and NASPA conference.

Assistant Residence Half Director

Assistant Residence Half Director

Live-in position responsible for assisting Residence Half Director in overall management of two residence halfs housing about 400 students. Responsibilities include: supervision, selection and training of staff; program development; student government advisement; discipline; personal counseling; and other responsibilities as assigned. Position requires a bachelor's degree, 2.75 GPA and enrollment in a graduate program at Balf State University. Compensation includes \$600/mo, stipend, apartment plus meals while school is in session, and graduate tuition, excluding fees.

and graduate tollion, excluding rees.
Interested individuals should submit a résumé, cover letter and three
letters of reference to: Mr. Alan Hargrave, Assistant Director of Housing and Residence Life, NO10 LaFollette Complex, Muncie, IN 47306.
Interviews will be conducted at the Oshkosh Piscement Exchange.

Resident Manager

Resident Manager

Live-in position for outreach in the university apartment community, developing student and student-family programs, performing administrative duties, producing the community newsietter, providing information and referrals about university services, and investigating requires a 2.75 GPA, completed Bechelor's degree and enrollment in a graduate program at Ball State University, experience in residence halls, social services, community services, education or group leadership. Compensation for this twelve month appointment is a competitive stipend, two bedroom apartment, and graduate tuition, excluding fees.

interested individuals should submit a résumé, cover letter and three letters of reference to: Ms. Jane Fero, Assistant Director of Housing and Residence Life, Ball State University, Scheldler Office, Muncle, IN 47308. Interviews will be conducted at the Oshkosh Placement Ex-

Ball State University is an Equal Opportunity, Affirmative Action Employer and is strongly and actively committed to diversity within its

Counselor: International Students

Four days per week, serve as italson and ombudsman by providing advice, troubleshooting, counseling and other assistance related to international students' concerns. Coordinate orientation and off-campus housing. Bachelor's in appropriate field required; master's in counseling or student personnel preferred. Related experience in living/studying abroad a plus. MJIT does not discriminate on the basis of sex, race, color, handicap, national or athnic origin or age in employment.

Send resume: Personnel Box ISC-IS.



Research/Oceanography: Research Scientist. The Atlantic Oceanographic and Meteorological Laboratory (NOAA) is seeking to recruit a research scientist to study oceanic circulation and its indisence on climatic variability. The focus of this position is on the use of numerical models to sanityze oceanographic data. The facundent will be required to write, to modeling the ocean, for fitting oceanographic models to data, and for analyzing and quantifying the sponders of the fits. Heisine will be required to define and to conduct inverted to define and to conduct inverted to define and to conduct inverted to the fits. Heisine will be repositive to the fits and to conduct inverted to the fits of the

DIVISION OF STUDENT AFFAIRS Florida State University

DIRECTOR, STUDENT AFFAIRS

(Director, International Student Center)

RESPONSIBILITIES

RESPONSIBILITIES

The Director of the Florida State University International Student Center is directly responsible for coordinating and supervising international student programs and services and administering the International Student Center. The Director is expected to maintain close contact with international students, visiting scholars, and other university faculty, staff, and community members working with international programs and services. In addition, the Director is expected to provide leadership for intercultural activities and to conduct periodic assessments of the needs of international students. The director reports to the Vice President for Student Affairs and supervises one professional and one support staff member. QUALIFICATIONS

Master's degree in an appropriate area of specialization and six years of appropriate experience; or a bachelor's degree in an appropriate area of specialization and eight years of appropriate experience. Experience living and studying abroad and knowledge of a foreign language are recommended. SALARY

Anticipated Starting Salary—\$30,600-\$34,788 APPLICATION DEADLINE

Applications must be received by March 26, 1992. To apply send a cover letter and two copies of your résumé, and three letters of refer-

PERSONNEL RELATIONS FLORIDA STATE UNIVERSITY 216 WILLIAM JOHNSON BLDG. R-40 TALLAHASSEE, FLORIDA 32308-1001

PLORIDA STATE UNIVERSITY IS AN AFFIRMATIVE ACTION/EEO EMPLOYER.



DEVELOPMENT

CORPORATION AND FOUNDATION RELATIONS

Washington University is seeking a skilled and experienced individual to serve as Director of Corporation and Foundation Relations. This is a challenging and permanent position in the Office of Alumni and Develored Programs. Candidates must have earned degree from an acception of the Corporation of the Corporation of the Corporation of Corporation o

Washington University in St. Louis is an independent university known internationally for excellence in teaching and research and for the quality of its faculty and student body. Application deadline is March 25, 1992. Send résumé, salary require-ments, and three references to:

Paul T. Schoon, Senior Director Special Development Programs Washington University Campus Box 1193 One Brookings Drive

An equal opportunity, affirmative action employer. Employment eligibility verification required upon hiring.



Coverage of breaking news that affects higher education-from state capitals, academic conferences, and campuses throughout the country and the world -

every week in The Chronicle.

PENNSTATE



Development Officers

The College of Agriculture The College of Engineering The Smeal College of Business The Eberly College of Science

The Pennsylvania State University seeks four aggressive, team-oriented development professionals. Positions report to Directors of Development in the respective colleges and work closely with the Dean, department chairs, and faculty in generating financial support from private sources. Penn State recently completed a six-year, \$352 million capital campaign and is looking for additional professionals to join an award winning advancement team.

Responsibilities: assist planning and implementing comprehensive fund raising programs including prospect identification; solicitation of major gifts planned gifts, and corporate/foundation gifts; and assistance with the College's annual giving program

Qualifications: bachelor's degree or equivalent plus 2-3 years of effective experience in fund raising or a closely related field. At least one year experience in personal solicitation at the major gift level is highly desirable. Proficiency in verbal and written communication is essential. Positions require extensive travel.

Salaries are competitive and commensurate with preparation and experience. Please send letter of application along with resume to:

> Richard Allen, Consultant 543 Northlawn Drive Lancaster, PA 17603 1-800-992-9277

Review of applications begins March 11. Applications will be accepted until positions are filled.

AA/EEO Women and minorities encouraged to apply.

LOUISIANA STATE UNIVERSITY MEDICAL CENTER

Senior Internal Auditor Positions

THE LSU Medical Center invites applications and nominations for two Sentor Internal Auditor positions. The Sentor Internal Auditor will perform or assist in the performance of financial and/or operational audits at the Medical Centers in New Orleans and Shreveport, all associated with clinics, intermediaries, and group practices as assigned by the Director of Internal Audits or the Vice Chancellor for Administration and Finance. Candidates must possess a Bachelor's Degree in Accounting, Business Administration, or a related field and be a Certified Internal Auditor and or Certified Public Accountant, with a minimum of four years in internal auditing, public accounting or financial accounting.

authung, public accounting or tinancial accounting.

Desired Qualifications include a Master's Degree in Accounting, Business Administration, or related field; supervisory experience; health care and/or University auditing experience; experience in EDP auditing and experience in preparing or assistance in the preparation of reports to management; and conducting or participating in conferences with management.

Salary is commensurate with experience for both positions The LSU Medical Center is a state supported academic health center with teaching, research and public service programs in ailied health professions, dentisiry, basic blomedical sciences, medicine and nursing. The total current funds expenditures for FY91 was over \$300 million.

Applications should be sent no later than April 1, 1992, to: Ronnie Smith
Vice Chancellor for Administration and Pinance
Louisiana State University Medical Center
433 Bollvar Street
New Orleans, LA 70112 LSUMC is an EEO/AA employer.

both spoken and written, for writing successful proposal and for presenting research results, and should be expedite of working as part of a research team. His/ner level of actenific sophistication abould be toral degree earned in the field of physical occasionarphy with experience in dumerical modelling and solaring of inverse problems. This federal Civil Service position may be filled at eliber GS-12 level (starting

California State University,

BULLETIN BOARD: Positions available

Fresno **DIRECTOR OF INSTITUTIONAL RESEARCH**

RESPONSIBILITIES: Under the general direction of the President of the University, the Director of Institutional Research is responsible for the development and dissemination of institutional research and analytical studies pertaining to academic programs, student encollment, and facilities, as well as for the design and implementation of research programs and recommendations relative to academic planning and accretion of a tivities, policy formulation, and administrative decision making. The Director provides leadership for the University's enrollment management plan, monitors external reports, works with other University offices to assist in preparation of major studies or reports, and responds to requests for statistical information from reports, works with other University offices to assist to preparation of major studies or reports, and responds to requests for statistical information from the Chancelfor's Office and units within the University, other CSU campuses, various higher education agencies, and the romnumity. The Director provides support for the Office of the President by researching data for speeches, assisting in speech writing, and serves as the President's representative on designated committees. The Director is also responsible for studies of student patiems including recruitment, euroliment, retention, and equity; for the development of analytical and reporting procedures relating to enrollment management; and for the development of data relating to space planning.

ning.

QUALIFICATIONS: A doctoral degree from an accredited university and strong communication skills are required. Equivalent to five years of extensive and progressively responsible experience which demonstrates possession of administrative analysis and research skills culminating at a level appropriate to undertake the responsibilities of this position. Experience in utilization of micro and mainframe computers in a variety of administrative and research applications, including research design, statistical analysis system design and database management systems. Comprehensive knowledge of principles of organization and management of a large institution; thorough knowledge of statistical theory and methods, and systems analysis techniques and orthociples; demonstrated ability to collect, report, and interthorough knowledge of statistical theory and methods, and systems analysis techniques and principles; demonstrated ability to collect, report, and interpret orally and in writing demographic, quantitative, and archival information; ability to organize and direct the functions of the Office of institutional Research; ability to analyze administrative problems and make appropriate recommendations; ability to analyze situations accurately and take effective action; ability to supervise employees and work conperatively with all constituencies. Strong preferences will be given to candidates with the ability to relate to an ethnically diverse population.

GENERAL INFORMATION: California State University, Fresno is one of 20 campuses in the CSU system. It is the promier academic institution in the San Joaquin Valley and serves a population in excess of one million. Its 20,000 students reflect the cultural diversity of the area. The University is a center for excellence in teaching and scholarship, has an outstanding faculty, and enjoys unusually strong support from the community. SALARY: Commensurate with experience and qualitications

APPLICATIONS: A letter of application or nomination, current resume, and a list of five references must be postmarked no later than April 10, 1992.

OFFICE OF THE PRESIDENT Dr. Andrew Alvarado, Chairman Search Committee for Director of Institutional Research California State University, Fresno 5241 North Maple Avenue Fresno, CA 93740-0048 Phone: (209) 278-2324

AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

M

Associate Dean of Students and

Director of Student Judicial Affairs

Responsibilities: Administers and supervises the University student judicial system with authority to formulate and carry out institutional policy. Provides advisory services for the University men's social greek system. Administers the University canvassing and soliciting policies and procedures.

equirements: Dos torate preferred, Masters degree required in Student Per-onnel, Counseling or a related behavioral held with at least 5 years' progres-ive administrative responsibility in judicial programs and greek activities in comprehensive. University setting. An understanding of student develop-nent and counseling theories, and the ability to apply theory in practice in a sufficultural student setting is necessary. University Process: East Carolina University is Jovated in Greenville, North

University Process: East Carolina University is located in Greenville, North Carolina, 85 miles from the North Carolina coast. A senter unit of the University of North Carolina, East Carolina University has a current enrollment of more than 16,600 students.

Application Process: Applicants should send a letter of application, com-Piete résumé, and three current letters of reference to.

Ron Spier Dean of Students 209 Whichard East Carolina University Greenville, N.C. 27858-4353

Closing Date: Applications will be received until the position is filled. Screening will begin April 1, 1992. AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION UNIVERSITY, APPLI-CANTS AUST COMPLY WITH THE IMMIGRATION REFORM AND CON-TROL ACT.

of Commerce is an Equal Opportunity Employer.

Research/Physics: Physics Research Associate of Semiconductors and clusters. Dubles include unallyses of theoretical studies of someconductors defense of defects in semiconductors and clusters, but formulation of problems in terms such the formulation of problems in terms such place for ab initio molecular dynamics sumulations. Response of the semiconductors and clusters, but formulation of problems in terms such places of the semiconductors and clusters. Semiconductors and clusters are described for a semiconductor of the semiconductors and clusters. Semiconductors are described for a semiconductor of the semiconductors and clusters. Semiconductors are described for the semiconductors are described for the semiconductors and clusters. Semiconductors are described for the semiconductors are described for the semiconductors and clusters. Semiconductors are described for the semiconductors are described for the semiconductors are described for the semiconductors and clusters. Semiconductors are described for the semiconductors are described for the semiconductors and clusters. Semiconductors are described for the semiconductors are Research/Physics: Physics Research Associate. Theoretical studies of someounductors and clusters. Duties include analyses of theoretical and experimental interature on defects in semiconductors and clusters, the formulation of problems in terms suntiations, performing such amulations, and developing new nestoods. Excellent computer programming skills needed. In addition, performing wery large scale ab-inition molecular dynamics simulations on supercomputers are required. Applicants must have a Ph. D. in Physics. Balary \$31,500 year for 40 bours/week. Applicants should apply to Job Service. 700 Wade Avenue, Ralega, North Carolina 75611 and indicate har they are responding to Job Order Number NC 7212483 DOT Code 990.227-010. solo for ab infin molecular dynamous and singuistical performing such simulations, and poter performing such simulations, and poter performing such simulations, and poter performing such simulations, and poter performing such significant must be performing such significant must have a Fh.D. in Physics. Salary 531, 500 year for 40 hours/week. Applicants should apply to Job Service. 700 Wade Avenue, that they are responding to Job Order Number NC 2212483 DOT Code 080.272-010.

Research/Physics. Research Fellow, 40 hours/week, 8:00 a.m. 5:00 p.m. Salary NASA Dynamics (sapples & Salary 531, 500 year.) Direct inquiries and polymanics (sapples & Salary 532, 500) year. Data gastylis wing the haje. Thorselled (sauserical) modeling of flatmental development, on sile installation of dista analysis efforts in smaging the photometry. Applications must hold a R.D. degreed in physics and have I year's the role of calcium, neuropeptides, assino

DIRECTOR ADMISSIONS

Mount St. Mary's College, Los Angeles is seeking qualified can-didates for the position of Direcior of Admissions, beginning july 1, 1992. Mount St. Mary's is a Catholic liberal arts college primarily for women with an enrollment of 1200 located on two campilises. Wast Tox Angeles campuses: West Los Angeles and Los Angeles. The position reports directly to the Executive Director for Enroll-

ment Management and is re-sponsible for a comprehensive undergraduate recruitment, marketing, and admissions pro-gram. Qualifications: excellent communication, team building skills, budget management, marketing expertise, and an abil-ity to work collaboratively with emic departments. A Bachacademic departments. A Bach-elor's degree is required plus five years of experience in un-degraduate admissions. Salary is commensurate with educa-tion and experience.

Review of applications will begin March 27, 1992 and continue March 27, 1992 and continue until the position is filled. Please send letter of application, résumé and three professional references with addresses and telephone numbers to: Dr. Stephen V. Walsh, Director of Enrollment Management, Mount St. Mary's College, 12001 Chalon Road, Los Angeles, CA 90049. Mount St. Mary's College is an Affirmative Action, Equal Opportunity Employer. Minorities and women are encouraged to apply.

FDU FAIRLEIGH UNIVERSITY

DEAN UNIVERSITY COLLEGE Arts • Sciences • Professional Studies

Fairleigh Dickinson University, New Jersey's largest private university with approximately 12,000 students on three New Jersey campuses and one overseas campus, invites applications for the position of Dean of its University College. This newly formed college, located on FDU's Teaneck-Hackensack Campus and offering a broad range of undergraduate and graduate degrees through the Ph.D., is committed to providing students with a foundation in the arts and sciences while preparing them for a variety of careers and professions. As the University's college with the largest number of professionally accredited programs, it provides apportunities for students to pursue studies in specifically focused professional programs in the liberal arts, sciences, and engineering. Major areas of study include the humanities, social sciences, communications, education, natural and health sciences, mathematics, computer science, electrical engineering, and engineering technology. The interdisciplinary nature of University College enriches the teaching and learning experience and signifies a commitment to collegiality, self-fulfillment, and service

Responsibilities: Reporting to the Vice-President for Academic Affairs, the Dean will provide visionary leadership for all academic areas of the College. He or she will help define and achieve goals of the College and the University; will direct curriculum development on the undergraduate and graduate levels; will encourage faculty growth and development in teaching, scholarship, and professional activities; and will help establish and maintain budgets and tiscal

Qualifications: Applicants must have an earned doctorate in an appropriate discipline, significant teaching and administrative experience, and a record of outstanding scholarly achievement commensurate with appointment as a full professor in one of the departments of the College. Strong interpersonal skills and evidence of a commitment to interdisciplinary activities are essential, as is a commitment and sensitivity to cultural diversity. Experience with accreditation procedures for professional programs in higher education is desirable.

Salary: Competitive and commensurate with qualifications.

The anticipated appointment date for this position is July 1, 1992. All qualified applicants are encouraged to apply, regardless of race, gender, or ethnicity. A letter of application, full curriculum vitae, and names, addresses and phone numbers of three references should be sent to: Dr. Christopher A. Capuano, Chair, Dean Search & Screen Committee, c/o Employment Office, PC-8, Fairleigh Dickinson University, 1000 River Road, Teaneck, New Jersey 07666. Closing date for applications: March 31, 1992.

FDU is an equal opportunity/affirmative action employed



THE NATIONAL ENDOWMENT FOR THE HUMANITIES (NEH) seeks applications for an opening in its Division of Research Programs. The purpose of the Division of Research Programs is to support the preparation for publication of important losts and documents, collections, and reference materials in the humanities; the conduct of interprolive studies; research conferences; and research through independent research conters and scholarly organizations.

DIRECTOR

Division of Research Programs

- The Director has overall responsibility for the Division. This effort involves: Defining criteria, ostablishing guidolines, and managing application review for humanities research projects;
 Advising the Chairman on nationwide needs in humanities research and developing policies for meeting these needs; and supervising professional and clorical staff.
- A bachelor's degree in the humanities (a Ph.O. in the humanities is strongly
- proferred). Knowledge of the current state of research and research issues in a variety of humanities institutions and disciplines; • Ability to represent the agency's programs, policies, and priorities through specifies and written communication; • Knowledge of Federal grant procedures and of Federal and Congressional
- budget processes; Experience in the development or improvement of academic or research pro-
- grams; Ability to supervise a diverse and professional staff the minimum satary for this Sentor Executive Service position is \$80,000 p.s. Applicants must submit an 6F-171, "Application for Federal Employment", and a supplemental qualifications statement which may be obtained by calling the tele-phone number below. All application materials must be received by close of business on March 13, 1992, and must die Vacancy Announcement #92-017C.

gence to:

Susan M. Sianklewich

National Endowment for the Humanilles
1100 Pennsylvanis Ave., N.W., Room 419

Washington, D.C. 20509

Telephone: (202) 786-0415

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An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe —

every week in The Chronicle.

or file or says to



UNIVERSITY OF NOTRE DAME Office of University Computing

ENTERPRISE - WIDE SERVICES ARCHITECT

A new position to assist the Office of University Computing in architecting a variety of communications, and information access and distribution services. An aggressive program has been underway to network the campus, provide appropriate distributed computer resources, and establish a corporate database. This position will provide leadership in developing integration strategies that support the teaching, research, and administrative needs of the university community.

Experience with large scale networking and database current and emerging technologies important. Present network environment built on TCP/IP. Familiarity with open systems directions expected. BA required, advanced degree preferred. Helpful if technology planning experience is in the context of a teaching/research university.

Applications accepted until position filed. Review of applications will commence March 1, 1992. Letter of interest, résumé, and names/ad-

Donald Z. Spicer
Asst. Provost for University Computing
Office of University Computing
University of Notre Dame
Notre Dame, IN 46556

Donald.Z.Splcer@nd.edu

219-239-8022

Records electrical activities and ionic currents from isolated triginipal and spinal cord across of hyperalgesic rats. Should have experience with electronic instrumentation, computers, fast intracellular and extracellular perfusions, clectrode fabrication, animal physiolasy and delicate surgery in mammalian greparations. Will also use electrophysiological techniques including whole cell voltage clamp and patch clamp and intracellular recording of exclusible cells. Requires M.S. in Physiology plus three (3) years's experience in animal physiology. Salary is \$1916.67 per month. Aprhy at the Taxas Employment Commission, Calveston, Texas; or send résumé to the Texas Employment Commission, Edweston, Texas; or send résumé to the Texas Employment Commission, Texas Employer MF-FHV. Employer hires only individuals authorized to work in the U.S.A.

Research/Virologys Research Associate In virology. Ph.D. in Molecular Biology or M.D., and one year a experience in the study of reverse transcribase as a Research Associate. Visiting Fellow, or Scientist required, Must have along academic background in rolocular genetics, 310,665/year. Send resume to The Philadelphia Job Bank,

acid and second messengers in the genera-tion and region and region of neuropathic pain. Records electrical activities and ionic cur-der #4383593.

Research/Virology: Research Associate.
Construct recombinant vaccinia viruses expressing EIV I covelope and regulatory protein sequences, assess protein expression by radiotabeling and immunological techniques, analyze protein processing, and examine envelope function by receptor binding studies and protease cleavages sus-





NORTH CAROLINA STATE UNIVERSITY **DEAN FOR UNDERGRADUATE STUDIES**

North Carolina State University invites applications and nominations for the newly created position of Dean for Undergraduate Studies. The University seeks a creative, energetic and resourceful person who will provide vision and leadership to the Division of Undergraduate Studies.

UNIVERSITY: North Carolina State University is a land-grant university established in 1887. The University is located in Raleigh and is an integral part of the Research Triangle complex. The academic units at NCSU include 10 colleges and schools, the Gradnate School and the Division of Undergraduate Studies. Eurollment is 27,000 with over 18,000 students in undergraduate degree programs, and over 4,000 each in graduate degree programs, and over 4,000 each in graduate degree programs.

and lifelong education programs.

RESPONSIBILITIES: The Dean for Undergraduate Studies is a new position that offers a special opportunity for dynamic leadership in the future development of the Division of Undergraduate Studies. As a member of the Dean's Council, the Dean will advise and report to the Provost. Working closely with the Provost, the Dean will oversee the undergraduate core surriculum; initiate grant support for undergraduate programs; plan and encourage creative initiatives in faculty development, advising effectiveness programs, and first-year student orientation; and coordinate programs with community colleges. The Dean will be responsible for the first year and undergraduate retention programs; recruitment and support programs for nulnority students, student-athletes, and students underded about a major; undergraduate tutorial programs; couperative education; lifelong education; out the control of the co

and advising.

QUALIFICATIONS: An earned doctorate and academic credentials that merit appointment in an academic department as a full professor with tenure are required. The successful candidate will have a distinguished record as a faculty member, including teaching and sustained scholarly activity; administrative experience, a history of successful working relationships with students, faculty, administrators and staff; and a demonstrated commitment to affirmative action and equal opportunity.

Letters of application should include a current vita and the names, addresses and, telephone numbers of three references. Applications from minorities and women are especially encouraged. Send nominations and applications

Professor Karla F. C. Holloway Chair of the Search Committee North Carolina State University Box 8105, Raleigh, North Carolina 27695-8105

Review of applications will begin March 16, 1992. The position is expected to be filled by July 1, 1992.

Aborth Carolina State University does not practice or condone discrimina-tion, in any form, against students, employees, or applicants on the grounds of race, color, national origin, religion, gender, age, handicap, or sexual orientation and is an Affirmative Action, Equal Opportunity employer.



ASSOCIATE **DEAN** OF NURSING

Richland Community College in Decatur, Illinois is seeking an administrator to develop and implement a new Associate Dogree in Nursing program. Innovative program with cooperative support of Richland Community College, Decatur Memorial Hospital, and St. Mary's Hospital. The feasability study for this program is now in the process of being submitted to State agencies. Expected start-up date of Fail, 1993.

Qualifications: Doctoral Degree preferred; MSN required; teaching experience required; previous administrative expe-

Excellent benefits package. Salary range \$42,000-\$57,670, commensurate with education and experience. Employment to begin July 1, 1992. Application deadline is March 13, 1992. Those interested should send resumes to:

Elizabeth Campbell
Director of Personnel
Richland Community College
Decatur, IL 52521
(217) 875-7211, Ext. 205
EOE/M/F

Residence Life: Area Coordinator, lifenois State University. The Area Coordinator is reaponatible for the administration of a real-dence hall coordinator supervises a real-dence hall coordinator supervises a real-dented supervises a real-dented supervises a real-dented supervises a real-dented supervises a real-dented supervises a real-dented supervises a real-dented supervises a real-dented supervises a real-dented supervises a real-dented supervises a real-dented supervises a real-dented supervises a real-dented supervises as real dence hall complete of 900 to 2,400 sm-dents. Duties: Supervision of full-time cesidence hall staff and graduate staff, staff training and developped, policy implementation, chairs residented life standing committees and serves as ilaison to other campus offices. Must have a sensitivity to multicultural insure and support the creation of a diverse environment. That is appropriately a 10 most live-in position reporting training living quarters, meals, tution wave, and a minimum starlar salary of \$7,080-\$2,153 a month. Qualifications: Muster's degree in Stadent Personnel or comparable administrative experience and three years full-time wark experience and three years full-time wark experience in residence halls. Effective date: July 27, 1992 (anticipated openiess). Conference in jerview organishe by confacting Associate Director prior to NASPA, ACPA, and Oshkoth, Sept butter of application and résumé to Mr. Cultas Mannent, Associate Director of Residential Life and lilinois State University is an Begual Opportunity. Affirmative Action Employer, Mitorifies and women are especially encouraged to apply.

tor, introde State University. The Residence Hall Coordinator supervises a residential area of 400 to 800 students. Doilos: Supervision, selection, traiging, and evaluation of sendants and undergraduate staff, judicial referrals as well as programming and individual and strong advision. Performs daily and on-call coverne. Must have a sensitivity to multicultural issues and support the creation of a diverse eavigonment. This is approximately a 10 month level in position providing family Blying quarters, meals, taking walver, and a continuous and concentration of a function of a continuous attention states of \$1,200.001,700.00 is menth and Concentration of a summer employment. Qualifications: Master's degree in Student Personnel or reinted area and two years partitude after july 28, 1992 (united as a sum opening). Conference interview available by contacting Associate Director of NASPA. Associate Director of NASPA. Associate Director of Residential Life. Illinois State University is an Egun Opportunity. After mative Accion Sungley, Miscrifics and venues are especially encouraged to apply.

UNIVERSITY OF WISCONSIN AT MADISON

Associate Dean/ Director for Research & Program Development GRADUATE SCHOOL OF BUSINESS

Applications are lavited for the position of Associate Dean/Director for Research & Program Development in the Graduate School of Business at the University of Wisconsin. The School consists of several areas including accounting and information systems; finance; management and human retources; marketing; quantitative analysis; and general business. The School also supports programs in actuarial science, risk management and insurance, real estuic and orban land economics, transportation and public utilities, arts administration, international business, distribution management, health services administration and facel management. The School offers an extensive undergraduate program which enrolls approximately 1,400 students, and provides a comprehensive graduate program which enrolls approximately 1,401 students in Master's, MBA and Ph.D. programs. The full-time faculty numbers 95.

The primary duties of the Associate Dean/Director for Research & Program Development are to provide financial, administrative and intellectual support for the research programs of both faculty and students; to identify and assist in the procurement of external resources to augmont individual and institutional research programs; to recognize and seek financial support for program and curriculum advancement; and to exercise leadership to research and program development.

Candidates should have experience in identifying research opportunities and funding sources, administering research and development programs, preparing proposals for funding agencies, and working with faculty and diverse constituents. Candidates should have a commitment to the mission of a research university, to continued development of instructional and research programs, and to the enhancement of research and program development through fund raising. Candidates with university, business, or government experience are encouraged to apoly. The appointment will be a faculty or academic staff position depending on qualifications. Applicants for a faculty appointment must have a doctoral degree and a record of outstanding teaching, research, and public service.

Salary is competitive. The starting date is open, but the preferred starting date is July 1992. This is a full-time (twelve-month) appointment. Applications (including vits and names of references) and nominations should be received by April 1992. Materials should be submitted to:

Professor Gilbert A. Churchill, Jr.
Arthur C. Nielsen, Jr., Chair of Marketing Research
Search Committee for the
Associate Dean/Director of Research & Program Development
Graduate School of Business
University of Wisconsin
1155 Observatory Drive
Medison, WI 53706

The University of Wisconsin-Madison is an Equal Opportunity and Affirmative Action Employer

The Ohio State University DIRECTOR/ASSOCIATE DEAN

The Ohio State University invites applications for the position of Director, Ohio Agricultural Research and Development Center (OARDC Ohio's agricultural Research and Development Center (OARDC Ohio's agricultural experiment station) and Associate Dean, College of Agriculture. This position reports to the Vice President of Agricultural Administration and is responsible for leadership, direction, and management of all activities including planning, coordination, resource development, and implementation of research activities. Requirements for the Director include an earned Ph. D. degree in an agriculturally related discipline, experience in research and administration, and the ability to interact with faculty, staff, students, agricultural industry personnel, legislators and other clientele served by OARDC programs. The Search Committee will begin evaluating applications March 16, 1992, and will continue to receive them until a candidate is selected. Applicants should send a letter of application and resumé in confidence to: Dr. Fred P. Miller, Search Committee Chair, The Ohio State University, 116 Agricultural Administration Building, 2120 Pyffe Road, Columbus, Ohio 43210; phone: 614-292-8322; FAX: 614-292-3263.

The Ohio State University is an Equal Opportunity, Affirmative Action Employer.

Assistant Dean/Director School of Law Enforcement Metropolitan State University

Pull-time position, pending funding. Provide leadership in establishing a School of Law Enforcement for the Twin Cities metropolitan area. Plan, continuing education programs in law enforcement. Doctoral candidacy record of leadership and scholarship in the field; at least 5 years of appropriate administrative or teaching experience; a proven record of academic program development, demonstrated commitment to diversity and affirmative action in staffing and operations; and excellent verbal until filled. Review of applications will begin March 1, 1992. Appointment date: July 1, 1992. For more information. call filled and a program of a policitions and a policition of a policition ment date: July 1, 1992. For more information, call (612) 297-3072. Submit a letter of application, résumé, and the names, addresses, and telephone numbers of four references to John Mark Harrington, Search Committee Chair, Metropolitan State University, 121 Metro Square, 121 7th Pl. E., St. Paul, MN 55101-2189.

An affirmative action/equal opportunity employer

 ${f A}$ calendar of forthcoming meetings, conferences, workshops, and institutes of importance to scholars and college administrators —

every week in The Chronicle.



ASSOCIATE DEAN OF STUDENTS

The associate dean of students is the senior programming position in the Office of the Dean of Students. The dean oversees more than 200 student organizations, including the Undergraduate Student Clovernment and the four Classes. The dean develops and implements University policy regarding finances of student organizations and fundraising and advises students regarding planning of events, budgets, and financial accounting.

The dean signs contracts on behalf of the University, allocates funds to student groups, and oversees use of University space; is responsible for freshman orientation week, including the student activities fair, and for senior class Commence ment activities; is responsible for oversight of event registration and policies concerning invited speakers and performers and works closely with a number of University department including Athletics, Facilities, Public Affairs, Office of the Secretary, and Public Safety.

The associate dean of students serves on a variety of committees in many areas of University life, including minority affairs, the status of women, gay and lesbian concerns, and

Candidates for this position should present the following kinds of background and experience: strong organizational and problem solving skills; sensitivity to needs and concerns of students; strong analytic and communication skills; and experience as an administrator or faculty membering college

Send 2 copies of resume by March 13, 1992, to: Office of Human Resources, Princeton University, Dept 1510-DJ, Clio Hall, Princeton, NJ 08544.

equal opportunity/affirmative action employed



SAM HOUSTON STATE UNIVERSITY Dean of Student Life

Sam Houston State University, with 90 undergraduate programs, 79 graduate programs, and 1 doctoral programs, to the braith temperature assistant institution of higher education in Texas. Approximately 17 (200 students and 1/24 half and post time founds educations of pictures, or furnished to the assistant and close proximity in the 1 houston mosting less, 65 miles wouth of the compass of that the compass of the founds of the compass of the founds of the compass of the founds of the compass of the founds of the compass of the founds f the founds of the found of St St United applications and combinations for index sents of the campus St St United applications and combinations for the sentent of Dean of Student Life. The Dean reports to the Vice President for Acadomic Affairs and Student Services and is responsible for the overall management and claver from of student affairs for the university. Two assistant deans and the following threction report to the dean Public Selety Services, Courseling Services, Career Planning and Placement, Sindent's Legal Addior, Lorenta Student Center, Recreational Sports and Activities, and Health Center. Applicants should have proven and substantial repertence in teaching, counseling, and/or administration at the university level, a minimum of a master a degree is required, with preference given to persons with the decrease. Salary and benefits are competitive.

ening will begin March, with July 1, 1992 as the effective date of appo To begin the application process, applicants should subrest a terrer of inquiry, a current resume, an official academic transcript, and a bit of three current professional references with addresses and telephone numbers. Another the materials and morphations should be

Chair, Dean of Student Life Search Committee Office of Academic Affairs and Student Services Box 2087 St 15U Station Humsville, TX 77341 Sam Houston State University is an Equal Opportunity, Alfirmative Action Institution

Residence Life: Graduate Assistantship. Illibols State University. The Graduate Assistant serves as an apportantive to full-time,
live in professional staff. Duties: Supervision of employees at reception desh or other service areas (e.e., compouter centers and
litiosis centers), duty and on-call coverage.

Indicating forgram, Must a have a sensitivity to
multi-cultural issues and support creation
of a diverse environment. Familiarity with
residence hall operations is perferred. This
is approximately a 10 month live-in position
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four of full time residence is approximately a 10 monts here-in position providing family living quarters, meals, to thou waiver, and a monthly stiened. Qualifications: Cumulative grade point average of 3.0 (4.0) or above for last 60 hours of undergraduate course, work, Effective date: July 28, 1992 (anticipated upenings). Conference interviews available by contacting Atsistant Director prior to NASPA, ACPA, and Othhorh. Send letter of application and resume to Ms. Manicen Blair, Assistant Director Studential Life, Illinois State University, Normal, Illinois State University, Normal, Illinois State University is an Equal Opportunity, Affirmative Action Employer. Minorials and works and worker are especially encouraged to apply.

Residence Life: Master's degree opportunity. Pacific Lutheran University is seeking araduste students for Hall Director positions. Bullis such as administration, coungeling, and programming needed for this five-in position. For an application and more information write: HD Selection Committee, RLO-PLU, Tacona, Washington 98447. EOE.

Committee, RLO-PLU, Tacoma, Washing.

Ion 98447. EOU.

Residence Life: Canadrasale Director, SUNY at Stony Brook. The Quadranale Director, regorting to the Director of East
Director, regorting to the Director of East
Director, 1992. All 1770. Applications with the positions and employer. Ambiguited starting date: June 1, 1992. All 177.

RULLETIN BOARD: Positions available

eadership Opportunities

in Central California



ASSOCIATE DEAN OF INSTRUCTION

DUTIES: Establishes and maintains business and community relationships which will benefit instruction; provides leadership in articulation with high schools and

MINIMUM STANDARDS: Includes a MBA degree of a master's degree in business or a related area. THE DIVISION: The division offers twenty-one majors with a quality oriented staff of 28 full-time and approximately 60 part-time faculty members.

ASSOCIATE DEAN OF INSTRUCTION Technical-Industrial Division

DUTIES: Recommends to the dean of instruction schedules of teaching assignments. Serves in a liaison capacity between the faculty of the division and the administration; promotes, organizes, coordinates and develops division programs.

MINIMUM STANDARDS: Include a master's degree in any occupational or technical area or a bachelor's degree in any occupational or technical area and a master's degree in Education.

THE DIVISION: The division offers twenty-one majors with a quality oriented staff of 28 full-time and approximately 60 part-time faculty members.

Starting Date: 7/1/92 Filing Deadline: 3/30/92 To find out how you can become a member of the State Center Community College District team, contact the Personnel Office at 1525 E. Weldon, Fresno, CA 93704, or call them at (209) 226-0720.



CALIFORNIA STATE UNIVERSITY,

DEAN **School of Business** and Administrative Sciences

California State University, Fresno is one of 20 campuses of The California State University. Current enrollment is approximately 20,000 students on a 1,400-acre campus. Metropolitan Fresno, with a multi-ethnic population of over 600,000, is located in the beast of the San Jouquan Valley on the western edge of the Stera Novada Mountain Range. The community offers alfordable housing, propressive schools, a broadth of cultural and recreational opportunities, and a pleasant social and physical environment. Centrally located, Fresno is within easy throing distance of San Francisco, Los Angeles, Vascunite, Kings Campon and Sequiota National Parks, the Monterey Peninsula, Lake Tahoe, heather, sailing lakes, and manerous ski results.

The School of Business and Administrative Sciences is accredited by AACSR at both the undergraduate and graduate levels. The School has 3, 100 undergraduate and graduate levels. The School has 3, 100 undergraduate and 300 graduate imajors and 119 faculty. The School enjoys comprehensive integrations of business and technology. The faculty have access to interactive computer system, but dufting micro fals. The faculty are heavily involved in local, national and international pursuits. The School's five departments are housed in the new Lean S. Poters hinding, allacked to a privately funded \$2 million University Business Center which provides outreach programs for the community and research support for the School.

The Dean is the chief administrative officer and academic leader of the School, and reports directly to the ProvostVice President for Academic Affairs. The Dean is responsible for the quality and effectiveness of the Instructional and research programs of the School and for School decisions relative to faculty responsible to the School and for School decisions relative

Qualifications: The University is seeking a creative, dynamic individual who is an exceptional leader and communicator. The Dean is expected to exert innovative leadership skills with an experienced faculty and be dedicated to academic excellence and goal-oriented activities. The Dean must be able to manage within a system evincing strong faculty governance and must have a commitment to achieving the University's goals of gender and ethnic diversity for students, staff, faculty and administration. The successful candidate must exhibit the vision and skills necessary to fead the School in capitalizing on the many opportunities for innovative and dynamic oversity that sixt in on the many opportunities for innovative and dynamic programs that exist i the growing and prosperous service area of the University.

Candidates must possess an earned doctorate or have had exceptional executive managerial experience. Demonstrated administrative accomplishments and a strong commitment to scholarly achievement and excellence in teach-

Nominations and Applications: Review of applications for the position of Dean of the School of Business and Administrative Sciences begins April 15, 1992 and will continue until the position is filled. Candidates should submit a letter of interest, curriculum vitae, and names of five professional references to:

Dr. Ida M. Jones, Chair Search Committee for SOBAS Dean Office of the President California State University, Fresno Fresno, CA 93740-0048 Phone: (209) 278-2324; FAX. (209) 278-4715



hiversity of

Indianapolis

DEAN

SCHOOL OF NURSING

Chief ariministrative officer and academic leader of the schrott, tenure-track position at associate or professor level, Mart have earned discovate in musting or related field, with a graduate degree in musting. Alust have demonstrated ariministrative leaderably within academic in health core organization. Salary and benefits competitive, combinessurate with core-dentals and experience. Anticipated date of appointment: I july 1992, Send numination or letter of application, with curriculum vidae, transcripts and the names of three relievances to: Martha Thie, Chair, Search Cornell School of Nursing University of Indianapolis 1400 E. Hanna Avenus Indianapolis, IN 46427

DEPAUL UNIVERSITY

DEAN SCHOOL OF EDUCATION

DePaul University is seeking an innovative individual to provide leadership, vision, and direction to its rapidly growing School of Education.

About DePaul: Located in Chicago and founded in 1898, the University enrolls approximately 16,000 students on four campuses. It is a private Vincentian Catholic-Institution which provides graduate and undergraduate degree programs in Liberal Arts and Sciences, Law, Nursing, Business, Music, Theatre, Adult Education, and Education. Depaul has a major commitment to the city's development and, in particular, the progress of the schools and communities of the inner city.

About the School of Education: The School serves approximately 1000 students at the undergraduate and graduate levels with programs in the following areas: early childhood, elementary, secondary, and physical education, human development and learning, teaching, reading and learning disabilities, human services and counseling, educational leadership and curriculum development. Members of the faculty have been actively engaged in school reform through several innovative programs including: the Center for Urban Education, Professional Development Programs, the STEP (Students Teachers Education Parents) Program, the Center for Reading and Learning Disabilities and the Center for Economic Education, among others.

About the Dean: The University recognizes the importance of the School Reform Movement and feels that its urban location and long-standing involvement with public schools present a unique opportunity to utilize the resources of an outstanding faculty and a fine university to help public schools dramatically improve the processes of teaching and learning and provide new paradigms for inservice utilization for children. Accordingly, it seeks a Dean who can lead, inspire, and provide a framework for increased applied research while encouraging effective ongoing programs. The Dean will be expected to form partnerships with educational leaders, with business leaders, and with key governmental officials, at all levels, for the purpose of working together for the improvement of education in the region and nationally.

Qualifications: An earned doctorate is required. A strong and sustained record of research and scholarship is preferred. Administrative experience of sufficient complexity and responsibility in a relevant setting is expected. Familiarity with accreditation procedures and the administration of a school of education is helpful. Personal Characteristics: The individual selected will be a nationally recognized educator, possessing exceptional interpersonal skills, good judgment, uncompromising integrity, fairness, commitment to equal opportunity and relentless devotion to egalitarianism

Procedure for Candidacy; Expressions of interest or nominations should be directed to the University's consultant

> Dr. Ira W. Krinsky IRA W. KRINSKY & ASSOCIATES P.O. Box 91869 Pasadena, CA 91109-1869

The position is available July 1, 1992. Screening will begin March 13, 1992. The search will continue until an appointment is made. DePaul is committed to cultural and linguistic diversity, and strongly encourages women and minorities to apply.

DEAN OF THE SCHOOL OF DENTISTRY

The University of Mississippi Medical Center

The University of Mississippi Medical Center seeks candidates for the position of dean of the School of Dentistry. One of four health professional schools on the health sciences campus, the dental school was authorized in 1973, and accepted its first students in 1975. The school currently admits a first-year class of 25 and offers a general practice residency.

The dean reports to the vice chancellor for health affairs, the Medical Center's chief executive officer. Candidates should have a DMD or DDS degree; extensive experience in dental education, including significant prior experience in administration; and have a record of scholarly conributions and participation in appropriate professional organizations. Submit curriculum vitae and the names and telephone numbers of three references by May 1, 1992, to Dr. A. Wallace Conerly, Assistant Vice Chancellor, Office of the Vice Chancellor, University of Mississippi Medical Center, 2500 North State Street, Jackson, Mississippi 39216-4505.

EQUAL OPPORTUNITY EMPLOYER, M/P/H/V.



f L he most extensive listing anywhere of jobs available in higher education —

every week in The Chronicle.

WALSH COLLEGE Assistant Academic Dean

Waish College, an independent, Catholic, four-year liberal arts college; is seeking an Assistant Academic Dean, effective July 1, 1992. — Position requires earned terminal degree, college teaching experience, and background in cumiculum, instruction, and aupervision. Contract term is 12 months. Responsibilities include:

hiring, scheduling, evaluating adjunct faculty in cooperation with department and program chairs;
administering adjunct faculty and overload contracts;
planning, implementing faculty development programs;
organizing new-faculty orientation programs;
helping prepare department budgets, supervising budget expenditures;

tures;
coordinating student probation, suspension, dismissal process;
dealing with student academic related concerns, grade appeals;

teaching three courses per contract year;
 assuming the responsibility for special duties and projects assigned by the Academic Dean.

Female and minority applicants are strongly encouraged to apply. Application deadline: March 27. 1992. Send application letter, vita, samples of publications, three letters of reference to:

Rick Niece, Ph.D. Office of Academic Dean Waish College 2020 Easton St. N.W. North Canton, Ohio 44720-3396

An Equal Opportunity, Affirmative Action Employer

or related field preferred; Bachelor's de-gree required. Candidate must possess strong leadership and communication skills

tion, equal oppo ployer. AK 135.



DEAN

UNIVERSITY OF ALASKA FAIRBANKS

College of Liberal Arts

The University of Alaska Fairbanks (UAF), a land-sen-space grant institution serving over 6,000 students at its main compute in Fairbanks and at a number of rural compus centers, invites applications and numbrations for the position of Dean of the College of Liberal Arts. The College of Liberal Arts is the largest college in the University, currently serving 1,000 undergraduate and graduate students in majors offered by the 156 full-time and \$9 part-time faculty members housed in 18 Departments within the College. The College offers Baccalaureste and Masser's programs in traditional disciplines of study; degrees emphasizing international and multicultural studies, and Ph. D. degrees in Anthropology and Mathematics. KUAC TVFM and the Alaska Native Language Center are also housed in the College of Liberal Arts. The College delivers a majority of the courses which service a recently implemented core curriculum.

UAF is heated in Fairhanks, a community of over 72,000 that was recently roled fourth beat small city in the nation. Being the second largest population center in the State, Fairhanks offers significant cultural, artistic, and recreational opportunities not often available in a community of its size. Fairhanks' geographic location provides its inhobitants with opportunities to participate actively in many international ventures.

The Dean is responsible for personnel matters, budgetary administration, and for academic planning of the College and is expected to support and promote the programs of the College in interactions with other internal and external constituencies. The Dean facilitates the development and enhancement of quality teaching, saludarly/creative activity, and service within the College.

Candidates for the position should have the following qualifications:

An earned terminal degree in the humanities, mathematical sciences, performing and fine arts, or social sciences.
A record of progressively responsible academic administration which includes a history of successful hudgetary and fiscal administration.
Have attained the tenured rank of Professor.
A record of excellence in teaching, research/creative activity, and service.

A demonstrated commitment to supporting and retaining quality facul-

ed commitment to faculty, staff, and student participation

A demonstrated communication in the control of the

Pieuse aend a curriculum vitae; a statement of interest and educational philosophy; and names, addresses, and phone numbers of five references

Dr. Paul B. Heichardt, Chair College of Liberal Arta Dean Search Committee College of Natural Sciences Room 465 Duckering Building The University of Alaska Pairbanks Fairbanks, Alaska 99775-1230 Phone: (907) 474-7941 FAX: (907) 474-5101

"Kpplication screening will begin 25 March 1992 and will continue until the position is filled. The positions will be available 1 July 1992 or as soon thereafter as the successful candidate may begin.

The University of Alaska is an EECVAA Employer and Educational Institution.



WINONA STATE UNIVERSITY Winona, Minnesota

DEAN OF THE COLLEGE OF EDUCATION

The Dean of Education is responsible for providing leadership of undergraduals and graduate programs on the Winona campus and in Rochester, Twin Cities metro area, and other off-campus sites. Responsible for program coordination and budget supervision of the departments of Education, Educational Administration, Counselor Education, Special Education and Health, Physical Education and Recreation. Responsibilities also include effective involvement with external agencies (regional and national), including the Board of Teaching and NCATE.

ing and NCATE.

QUALIFICATIONS: Earned doctorate from an accredited institution in one of the fields represented in the college; at least five years' successful teaching experience in higher education, including both teaching and administration responsibilities; demonstrated managerial skills, affirmative action practices and personnel skills; interest, knowledge and understanding of current educational issues; an understanding of the nature and purpose of collective bartional issues; an understanding of the nature and purpose of collective bartional issues; and personnel is successful to work cooperatively with isculty, administration and other college stail, students, educators outside the institution, and the public at large.

Appointment date July 1, 1992. Salary is competitive. Application ground in

shoems, educations characteristics and interest of application must in-seletter of application, resume, and list of three references (including

APPLY TO: Dean of Education Search, Affirmative Action Office, Winone State University, P. O. Box 5838, Winone, MN 55987-5838. Open until filled. Screening of applications begins April 1, 1992, WSU is an Affirmative Action, Title IX, Equal Opportunity Employer. Women, minorities, and disabled individuals are encouraged to apply.

Residence Ufer Residence Hall Director, The University of Toxas at Arlington, Full time, 12 month, live-in position. Staff supervision, selection, triading and evaluation, departmental and campus committees, student counceling and discipline. Frofessional mowth opportunities. Excellent location between Dalias and Fort Month. Respired: Dachelor's Degree and Addonce the experience. Subry Includes \$14,712 plus turnibed apartment, paid utilities, microwave, washer, dryer, and full University benefits. Starting der: August 1992. Will be Interviewing at Oshkosh.

Send resume to UTA Personnel Office UTA Box 19175, Arlington, Texas 76019 Application deadlor March & An equal op-portunity, affirmative action employer.

Residence Lifer Resident Director open-ings. Croighton University seeks to fill two full-time professional positions besidings July 1, 1992, Position reports directly to the Associate Vice President for Student Serv-ces. Responsibilities include: care for the needs of 130 co-educational or all female undergraduates and 4-5 R.A.*s. Creatively develop half programming and discipline



Postition Available: Dean of Vocational/Technical Education.

Responsibilities: The Dean of Vocational/Technical Education reports to the Vice President of Academic Affairs; assumes responsibility for supervision and evaluation of instruction in more than 30 degree and certificate programs in vocational/technical education; prepares a yearly budget request; approves all related expenditures; recruits and recommends faculty; conducts research relevant to the operation and development of vocational/te in the College.

Qualifications: Master's degree required, Doctorale strongly preferred: minimum of five years' experience in an administrative position with at least lines years at the associate dean level or commensurate experience in a position of similar responsibility; experience with Carl Perkins funding: ability to provide direction for an ambitious and progressive vocational/technical education program in a participatory management environment; excellent communication skills. Teaching experience in a vocational/technical discipline and a working knowledge of Missouri State funding procedures is desirable. Available July 1, 1992.

The College: Jefferson College is a comprehensive community college located 30 miles south and west of St. Louis in the center of Jefferson County. Jefferson County is home to 170,000 people who enjoy the benefits of a rural environment in the immediate proximity of a major metropolitan area. The College offers a comprehensive curriculum in college transfer and vocational technical programs to over 4,000 students each year. The vocational/technical education program is highly respected throughout the area and has received state, regional and national recognition for excellence in education.

Salary: Competitive. Jefferson College offers an excellent fringe benefit pack-age including health and dental insurance, long-term disability, life insurance, a liberal leave and vacation provision, and an outstanding retirement program

Applications must include: A latter of application addressing the qualifica-tions, resume, copies of transcripts and three letters of reference. Completed applications must be received no later than April 1, 1992. Address Inquiries and applications to: Dan Steadman, D.A.
Vice President, Academic Affairs

Jefferson College 1000 Viking Drive Hillsboro, MO 63050 (314) 789-3956, Ext. 300

It is the policy of Jellerson College that no person shall, on the basis of race, sax, color or handicap, be subject to discrimination in employment, or in admission to any educational programs or activity of the College.

DEAN OF INSTRUCTION LASSEN COMMUNITY COLLEGE DISTRICT

Lassen Community College District in Susanville, California, is seeking an experienced academic administrator to serve as Dean of Instruction.

Minimum qualifications include Master's degree and three years' academic administrative experience or equivalent. Salary is \$64,000

To be considered, submit a letter of application, District application form, names of three or more references, and basis for equivalency, if requested, by Friday, April 3, 1992,

Dr. Victor L. Sainte-Marie Chair, Search Committee Lassen College P. O. Box 3000 Susanville, CA 96130 Telephone (916) 257-6131 x210 FAX (916) 257-8964

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14 (14)

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SAINT PETER'S COLLEGE The Jesuit College of New Jersey

Academic Dean - Day Session

Saint Peter's College, a Jesuit, Catholic institution with a 120 year presence in northern New Jersey, across the river from downtown New York City, Invites nominations and applications for the position of Academic Dean-Day Session. Saint Peter's College is a liberal as institution which offers 34 baccalaureate degree programs in various areas of the humanities, social sciences, natural sciences, and business. Approximately 1,700 students are enrolled in the Day Session. White a large proportion of the enrollment consists of commuter students from diverse backgrounds, there is an increasing growth in residential population. Construction of a new residence half will begin this year.

this year.

The Academic Dean of the Day Session reports directly to the Academic Vice President. He or she should have an understanding of the Jesuit, Calholic nature and tradition of Saint Peter's College and an ability to advance the mission of the College. He or she must be able to provide leadership, encourage curriculum development and evaluation, and stimulate creativity in research, innovative approaches to teaching and program development. The Academic Dean of the Day Session is responsible for administering the instructional budget for the Day Session, making recommendation on faculty promotion and tenure, monitoring the academic progress of students, and overseeing the maintenance of conditions which promote good instruction including the delivery of academic support services. Saint Feter's College has developed strong programs in faculty professional development, and the Academic Dean of the Day Session is expected to continue and develop new efforts in this area. The Academic Dean of the Day Session will work collaboratively with the Deans of the Evening Session and the Englewood Cliffs Campus on matters related to curriculum development, academic policies and procedures, and other pertinent academic issues and concerns.

An earned doctorate is required for this position. Other qualifications

An earned doctorate is required for this position. Other qualifications for this position include experience as an administrator or department chair and/or extensive involvement in faculty and administrative government.

The salary will be commensurate with the candidate's qualifications and experience. Nominations and applications should be sent to:

Dr. Katherine M. Restaino Chair, Search Committee for Academic Dean-Day Session Saint Peter's College 264 I Kennedy Boulevard Jersey City, New Jersey 07306

Applications should include a general letter of intent, a detailed vita, and the names, addresses, and telephone numbers of at least three

All applications should be postmarked by Monday, March 30, 1992. The anticipated starting date is on or before July 1, 1992. Saint Peter's College is an Affirmative Action. Equal Opportunity Em-

ASSISTANT DEAN

MIT

Residence and Campus Activities Office of the Dean for Student Affairs

Responsibilities include planning and administering the selection, training and evaluation of the Graduate Residents and developing social and educational programs for students living in MIT housing. Will serve as an advisor to the Graduate Student Council, graduate house governments and graduate student associations. Will also provide advice and counsel to individual students on residence-related and/or personal matters; serve as a liaison to women and minority groups; assist other members of the MIT community with issues related to student discipline; and work with other staff to develop programs on drug and alcohol abuse, women's issues, barassment

Requirements: Master's degree, preferably in counseling, student personnel, management or related areas, and at least 3 years of experience, preferably in student housing/counseling related area within a uni-

Interested candidates should send two copies of resume and cover letter referencing Job No. A92-011 to: Maureen C. Wolfe, MIT Personnel Office, Bidg. E19-239, 77 Mass. Avenue, Cambridge,

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Massachusetts Institute of Technology

sanctions and new directions for retidence hall soverament. Advance and refine all central projects, including sejection, training, the R.A. Course, ovaluation, and campus-wide programming, in concert with 4 other R.D.'s and the Associate Vice President for Student Services. Broaden your student development experience with a half-time collateral assignment in Student Services. Requirements include: desire for autonomy in own hall, challenge, and a team experience in the midst of a strong department and campus community, which exemplifies the Jesuit and student development commitment to wellness. Master's desree and rasidence half steprience preferred. Remuneration; Modorn, specious apartment, meals, full university benefits. 3

paid tultion units per semester, opportunities for professional development, opportunities for spiritual development, a supportunities for spiritual development, a supportunitie and welcoming working environment, \$15,800 to \$20,000, 12 month. Cellings University will be interviewing at the Ostates of application, résumé, and reference to Christine Chiara, Creighton University, California at 24th Street. Il Bradeis, Comaha, Nebraska 68178. Creighton University is an equal opportunity employer.

Residence Life; Resident Director (2). University of California, Los Angeles. Responsible for student development program undergradusate co-od half or complex housing approximately 500 students. Supervisa

BULLETIN BOARD: Positions available

CONTINUING EDUCATION DEAN

University Extension and Summer Session

University of California, Riverside

The University of California, Riverside, invites applications and nominations for the position of Dean of University Extension and Summer Session. The Dean has overall administrative, fiscal, programmatic, and strategic responsibility for the university's continuing education program, which operates on a financially self-supporting annual budget of more than \$5,000,000 and employs 70 full-time staff and 750 part-time instructors. The Dean will also oversee the academic and financial administration for UCR Summer Session and will report to the Chanceilor through the Executive Vice Chancellor.

UCR seeks candidates with a record of successful administrative experience who can provide effective leadership and manage the human resources necessary for designing, implementing, evaluating and marketing continuing education programs on and off campus. The candidates should have a demonstrated ability to work effectively with faculty, administrators, and the broader community to which the university relates. Qualifications for the position include success in managing a complex organization, experience with a selfsupporting budget, familiarity with grants/contracts and the ability to work with diverse constituencies on campus and in the community. A commitment to continuing education, academic excellence, and a pro-active vision about appropriate entrepreneurial initiatives is essential. Teaching experience at the university level is preferred. The Search Committee welcomes candidates with relevant experience and qualifications in diverse fields. A graduate degree at the Master's level or above is required. Salary will be commensurate with background and experience.

The starting date of the position is July I, 1992, or as mutually agreed upon To ensure full consideration, applications and nominations should be received by March 31, 1992. The search will continue until an appointment is made. Nominations and applications, including a current professional resume containing the names and addresses of at least four references, should be sent to:



ASSOCIATE DEAN SHELDON LISKER, CHAIR SEARCH COMMITTEE FOR THE DEAN OF UNIVERSITY EXTENSION AND SUMMER SESSION OFFICE OF THE CHANCELLOR UNIVERSITY OF CALIFORNIA RIVERSIDE, CA 92521

UCR is an Equal Opportunity/Affirmative Action Employer.

DEAN **SCHOOL OF BUSINESS**

The University of Wisconsin-Parkside, a member of the distinguished University of Wisconsin System, seeks nominations and applications for Dean of the School of Business. This modern and attractive campus is located on 600 acres of woodland and prairie in the heart of the Milwaukee/Chicago corridor of southeast Wisconsin, between Racine and Kenosha, near Lake Michigan. The University enrolls 5,300 students and grants bachelor's and selected master's degrees including the MBA. Its fundamental commitment is to the metropolitan area it serves; and it seeks to implement that commitment through programs and faculty of regional and national reputation. In addition to the School of Business, the University includes the Schools of Liberal Arts, Education, and Science and

The School of Business has 22 full-time faculty and academic staff serving about 750 undergraduate and 150 graduate students. Undergraduate business management concentrations are offered in accounting, finance, information systems, marketing, and industrial relations. The MBA is an evening program for working professionals. The School is committed to seeking AACSB accreditation and the Dean will be expected to provide leadership in this effort. Substantial progress has already been made toward this goal. The Dean is the academic leader and chief administrator for the School, reporting directly

to the Vice Chancellor. The Dean is expected to provide leadership for the School's functions, including curriculum development, program review and accreditation, faculty and staff development, instructional innovation, research support, and outreach activities. Leadership across the University is also an expectation for the position through commitment to the University's strategic initiatives and participation on the Dean's Cabinet. Criteria for the position include:

An earned doctorate or appropriate terminal degree in a business discipline.
A record of administrative success and creative leadership ability demonstrated through

service as a dean, the chair of an academic department, or a comparable administrative

 Distinguished record of teaching and scholarly achievement that would merit appointment with tenure, preferably at the Full Professor level.

Experience with the AACSB accreditation process.

Proven ability to generate support from business and community leaders.
Commitment to effective decision making within the context of shared governance.

Commitment to support of cultural diversity and equal opportunity.

The salary is competitive and commensurate with qualifications and experience. The appointment will begin mid-Summer 1992. Send letter of application, curriculum vitue and names, addresses, and telephone numbers of at least three references to be received by March 30, 1992, to:

> Prof. Jay Sounderpandian, Chair Dean Search and Screen Committee University of Wisconsin-Parkside 900 Wood Road, Box 2000 Kenosha, Wisconsin 53141

The University of Wisconsin System is required to release, within two days of a request after the deadline for receipt of nominations and applications, a combined list of all nominees and applicants without differentiation.

University of Wisconsin-Parkside An Equal Opportunity, Affirmative Action Employer.

UNIVERSITY OF CINCINNATI COLLEGE OF NURSING AND HEALTH

Search for

ASSOCIATE DEAN FOR ACADEMIC AFFAIRS

The College of Nursing and Health Invites applications and nomina-tions for the position of Associate Dean for Academic Affairs, a tenure-track position with academic rank. This position offers the qualified applicant an opportunity to work with a progressive and creative fac-ulty and a diverse and able student body in the RN/BSN, BSN, MSN and Ph.D. programs.

Qualifications should include earned doctorate in nursing or related field and a master's degree in nursing. Experience in teaching collegiate nursing and academic administrative experience is required. Experies in curriculum is desired.

The College has a century long history of innovation and creativity in nursing education, practice and advancement of nursing science. The College of Nursing and Health is part of a large metropolitan Health Sciences Center that is aggressively moving toward the 21st Century in an atmosphere of intellectual curiosity and commitment to excellence in education and service. Opportunities for individual and collaborative research and practice abound in a variety of clinical areas. We offer a compelitive salary and excellent fringe benefite Resumes accepted until filled. Candidates should submit letter of interest, curriculum vitae and names of three references to:

Andrea R. Lindell, Dean College of Nursing and Hea University of Cincinnet Cincinnati, OH 45221-0038 (or fax to: 513-558-7523)

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Mount Union College · Alliance, Ohio

ASSOCIATE DEAN OF STUDENTS

The Associate Dean of Students is responsible for assisting the Dean of Students in the supervision and administration of the Student Services Program, Responsibilities include: directing the residential life program, coordinating the New Student Orientalion program, advising Associated Women Students and Panhellenic Council.

Minimum Qualifications: Master's degree in College Student Personnel or related field and significant work experience. Understanding of the relationship between the academic and co-curricular program at a residential. . liberal arts college is expected.

Application Deadline: Send letter of application and resume by March 27, 1992 to: Terence S. Taylor, Vice President for Student Affain and Dean of Students, Mount Union College, Alliance, Ohio 44601. Women and minorities are encouraged to apply.

Starting Date: July 1, 1992.



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe ---

every week in The Chronicle.



DEAN OF MEDICAL EDUCATION

Duke University Medical Center is seeking candidates for the position of Dean of Medical Education.

The Dean of Medical Education is the primary administrator responsible for the curriculum development, coordination and evaluation of the following oducational activities within the Duke University Medical Center: medical student education, graduate medical education, continuing medical education, and altied health education. The Dean of Medical Education will work closely with both the Chancellor for Health Atlairs and Vice Chancellor for Academic Affairs on strategic planning initiatives and will administratively report to the Vice Chancellor for Academic Affairs of the Medical Center. The administrative authorities of the Dean Include admissions, student affairs, academic records, curriculum management, and administration of the Medical Center's educational programs. Minimal requirements includo: earned doctorate(s), experience in academic administration, a distinguished record of research and/or teaching that would qualify for appointment to the rank of Professor, and a motivating interest in academic education.

Screening of candidates for the position will begin April 1, 1992 and will continue until the position is tilled. Applicants should send a conficulum vitae and other credentials to: Deem of Medical Education Search Committee, Box 3701, Duke University Medical Center, Durham,

Buke University Medical Center

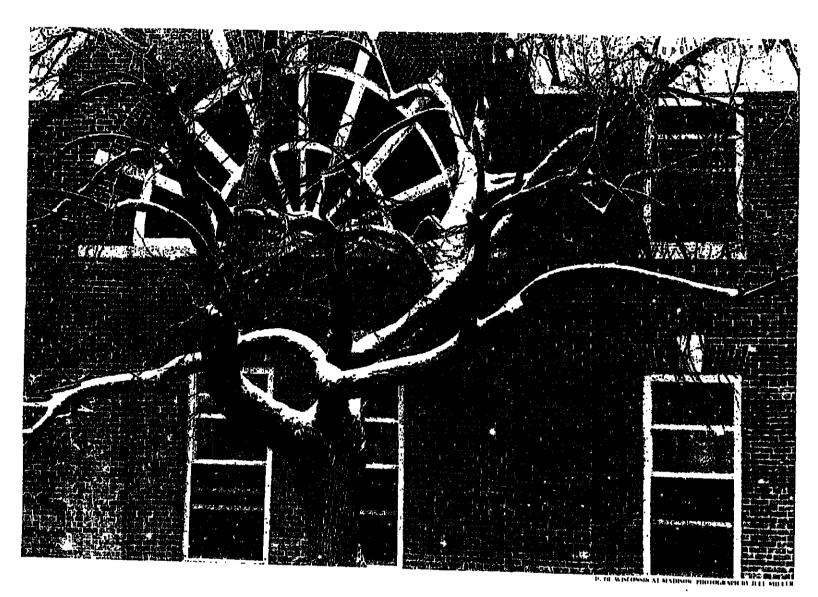
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for the programmatic and administrative operation of a residence half 1900-600 students; supervision and evaluation of seven to tweive Resident Advisors, one Administrative Aide, and sixteen to twenty Student Deuk Clerks; advising half. HA and Jodicial Edurals: and cooperatively supervising building custodial maintenance functions. Oraduste school sceptance and residence life experience preferred, ja-state tuition remission (taxable), 5600 (taxable) per month, local phone service. furnished

apartment, and board (when in operation) for a 10-month appointment; not libe summer employment. Positions available in mid July, 1992. To apply, send returne, three letters of reference with phone numbers, and undergraduate transcripts in Tarmule Brown. Office of Residence Life, Hedges Complex, Montana Sitate Universally, Dazzman, Montana Sitate Universally, Consultate of the Position of the Consultate of the Consulta



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MITCHELL COMMUNITY COLLEGE

Mitchell Community College is a member of the North Carolina Com-munity College System. Located in Statesville, the College serves students from fredell and adjoining counties. Fall quarter enrollment is in excess of 1,500 students in curriculum courses and approximately 3,000 in continu-ing education classes. Vocational, technical, college transfer and fine aris programs are offered. MCC has the following positions available:

programs are offered. MCC has the following positions available:

The Assistant Dean for Transfer Studies will report to the Vice President of Instruction and will be responsible for the quality of the academic programs in the areas of the Arts, Humanities, Mathematics, Natural Sciences, and Social Sciences, as well as Developmental Studies. Primary responsibilities include academic program development, budget oversight, and administration of personnel policles for the faculty and staff in the Transfer Studies Division. A Master's degree with at least 18 graduate hous in an appropriate academic discipline is required as well as at least three years of administrative/supervisory experience in a community college or other institution of higher education. The candidate must demonstrate skills in human relations, budget determination, and decision-making as well as strong team-building and communication skills.

ing as well as strong team-building and communication skills.

The Assistant Dean for Technical Studies will report to the Vice President of instruction and will be responsible for the quality of the academic programs in the areas of Business, Engineering, Allied Health (including Nursing) and Criminal justice, as well as Cosmetology. Primary responsibilities include vocational/technical program development, budget oversight, and administration of personnel policies for the faculty and staff in the Technical Studies Division. A Master's degree with at least eighteen graduate hours in an appropriate technical/vocational discipline is required, as well as at least three years of administrative/supervisory experience in a community college or other institution of higher education. The candidate must demonstrate technical expertise in current computer technology, including networks. Strong team-building and communication skills as well as skills in budget determination and decision-making are required.

for teaching one course per quarter.

for teaching one course per quarter.

The Director of the Learning and Media Resources Center will report to the Vice President of Instruction and will be responsible for general administration of the library and audiovisual program, including planning, budgeting, collection development, staff supervision and evaluation, public relations, and will provide leadership in the Impending library automation process. An ALA accredited Master's degree in Library Science or a Master's degree in Learning Resources with library administrative experience is required. The candidate must have demonstrated administrative capability and experience in library automation, as well as strong written and verbal communication skills. On-line computer library center experience and familiarity with interactive multimedia production are highly destrable.

Competitive salaries commensurate with experience and credentials. in order to be considered for these positions, applications must be made on a Mitchell Community College application form and must be received no later than 4:00 p.m., April 1, 1992. The positions will be filed by June 15, 1992, and will be available July 1, 1992. Send MCC application, transcripts, resume, and three letters of reference to:

Phyllis A. Balley, Affirmative Action Officer Mitchell Community College 500 West Broad Street Statesville, NC 28677-5293

EEO/AA Employer

Associate Dean of Student Life

Brown University seeks to fill a ten-month, full-time regular position. Responsibilities include supervising professional stall in the residential peer counseling programs, administering the Faculty Fellow Program, and serving as haison between Third World students and the Office of Student Life Associate Dean will participate fully in the discipline and crisis management systems and assume responsibility for educational program-ming in the areas of leadership, gender relations, and pluralism

Requirements: M.A. and 5 years of exporience preferred or Ph.D. and 3 years of experience. Individual must have experience supervising complex residential systems, have highly effective training skills and demonstrated sensitivity to issues of pluralism. Competitive salary. Please send cover letter and resume to: Marjorie Rubin, Human Resources, Brown Iniversity, Box 1879/JMR233, Providence, Ri 02912. applications will be reviewed until the position is illied; however, priority will be given to those received by March 31, 1992. Brown University is an EEO/AA Employer.



Residence tite: The University of Denver Department of Residence amounces the following position vacancies. The University of Denver ha private liberal arts university for the policy of Denver has private liberal arts university located at the base of the Ruckies. The Department of Residence is committed to diversity and community development, and met a learn approach to meet it he needs of its student population. General Responsibilities (both positions): Manage a 200-200 person co-ed residence hall, supervise near flowing person of residence hall, supervise near flowing the proposition of the

DEAN OF COLLEGE OF CONTINUING EDUCATION AND COMMUNITY SERVICE

University of Hawaii at Hilo

The University of Hawaii at Hilo (UHH), on the Island of Hawaii, consists of the Colleges of Arts and Sciences, Agriculture, Continuing Education and Community Services, and the Office of Student Services. Approximately 2,800 students of diverse cultural and educational backgrounds are enrolled. The College of Continuing Education and Community Service (CCECS) is responsible for the Summer Session and serves as the outreach and extramural education arm of UHH. The Dean, who reports to the Senior Vice-President and Chancellor, plans, administers, coundinates, and supervises the staff and programs of the College. In addition to working with collegiate units at UHH and the University System, he/she works closely with federal, state, and community agencies in cooperative program planning. Work also involves securing special grants to support the diverse learning needs of the community as well as program movation.

MINIMUM QUALIFICATIONS: Earned master's degree at an accredited institution; attainment of the rank of associate professional experience; three (3) years' experience in continuing education administration; demonstrated ability in work in a multi-cultural setting; demonstrated ability in program development and budget administration.

DESIRABLE QUALIFICATIONS: Earned terminal degree from an accredited institution or equivalent combination of experience and education; experience in or knowledge of telecommunications technologies; experience in securing and administering funds from external sources. MINIMUM MONTHLY SALARY: \$4,157.

APPLICATIONS: Submit letter of application describing how each of the nrinimum and desirable qualifications are met, current resunte, and the names, addresses and telephone numbers of at least three (3) professional references to: Dr. Edward J. Kurmondy, Senior Vice-President and Chancellor, University of Hawall at Hilo, Hilo, Hawaii 96720-4091. [NQUIRIES: (808) 933-3444. Applications must be postmarked by March 14, 1992. Position No. 89057.

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PHILADELPHIA'S JESUIT UNIVERSITY

DEAN

COLLEGE OF BUSINESS AND ADMINISTRATION

St. Joseph's University is searching for a Dean for its College of Business and Administration. The College currently has 40 full-time faculty and enrolls approximately 1900 undergraduate and 1700 graduate students. The successful candidate will have demonstrated extraordinary leadership, preferably in an academic setting, and should be committed to the mission and role of a jesuit business

Review of candidates and nominations begins on February 1, 1992, and continues until the position is filled. The position is effective July 1, 1992. Address applications or nominations to: Dr. Corolyn Clark, Chair, Search Commit-tee for the Dean of the College of Business and Administration: Department of Accounting; Saint Joseph's University; 5600 City Avenue; Philadelphia, PA 19131.

St. Joseph's University is an Affirmative Action, Equal Opportunity Employer.



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every week in The Chronicle.

Dean Widener University School of Law

Widener University School of Law Invites nominations and applications for the position of Dean.

The School of Law, founded in 1971, has two campuses located in Wilmington, Delaware and Harrisburg, Pennsylvania. There are 71 full-time faculty and over 60 adjunct faculty. The Law 7 School offers day and evening education to over 2100 J.D. students; Master of Laws programs in Taxation and Corporate Finance; and overseas programs in Nairobi, Kenya, Padua, Italy, and Geneva, Switzerland. The Law School, as part of the Widener University Law Center, also offers the associate degree and certification programs in paralegal studies, judicial administration, and criminal justice for individuals pursuing careers in support of the administration of justice. Accredited by the American Bar Association, the School of Law also holds membership in the Association of American Law Schools.

The Law School is one of seven schools and colleges of Widener University, a comprehensive, independent university of 8,900 studenis, located in Chester, Pennsylvania, in suburban Philadelphia.

The search committee will consider the following factors in evaluating applicants: (1) administrative ability; (2) commitment to high level professional scholarship and teaching; and (3) evidence of ability to provide creative leadership in a legal community. All applications should be submitted no later than April 1, 1992. It is anticipated that the successful candidate will assume the deanship on or near July 1, 1992. Nominations, inquiries and applications, including vitae and the names of three references, should be addressed to:

> Professor Eather Clark, Chair Dean Search Committee Widener University School of Law P.O. Box 7474, Concord Pike Wilmington, Delaware 19803

Widener University is an equal opportunity employer



DEAN OF THE FACULTY of Arts and Sciences

Applications and nominations are invited for the position of Dean of the Faculty of Aris and Sciences. The Dean reports to the Vice Fresident for Academic Affairs and oversees curriculum, personnel, and budget for 105 full-time faculty in 21 departments. The Dean will be expected to teach one course per year and be qualified as a faculty number.

Candidates should have an earned doctorate in an appropriate discipline, a record of successful teaching and scholarship, and an ability to be a faculty advocate within a structure of stated governance. Those interested in developing a climate that values gender equity and cultural diversity are especially encouraged to apply.

The University of Redlands is a private, liberal arts university with a residential enrollment of 1500 students. It includes the joinston Center—for individualized Learning, a school of music, and selected professional and graduate programs. There is, in addition, an off-campus adult education program. It is located in an attractive residential community of 65,000 about 60 miles east of Los Angles.

Application review will begin on March 16. Position may be filled from July 1 to August 15, 1992. Applications, including a curriculum vitae, names and addresses of five references, and a personal statement of interest, should be sent to:

Dr. Frank F. Wong Vice President for Academic Affairs University of Redlands Rediands, California 92373-0999

Residence Ufer Readence Hall Directors: Responsibilities include administration/management of 200-370 person hall, educational and accial development, councelina, advisina, selecting and aspervising student staff. Also coordinate special assignment area (staff selection, alcohol education, diversity, professional/student staff training, etc.). Requires master's in CSP, counseling or related area by August 1992. Residence life and/or experience working with student organizations desired. Live-in position with apparament, med plan, excellent fringes. Salary range: \$17,290-\$18,000 for 9 12 months. Begin August 10, 1992. Send application letter, ristume, reference letters, transcripts to Paul Rifatin, Residence Life Office, University of Wisconsin-La



DEAN OF COLLEGE OF ENGINEERING **UNIVERSITY OF**

DELAWARE

The University of Delaware invites applications and nominations for the position of Dean of the College of Engineering. The University is a state-assisted, land-grant, sea-grant fesearch University with more than 20,000 students and 860 faculty members. The University's central mission is the promotion of academic excellence in an environment of equal opportunity. Located in Newark, a pleasant college town of 26,000 inhabitants, the main campus is conveniently situated 15 miles from Wilmington and halfway between New York City and Washington, DC. The College of Engineering contains four academic departments: Chemical Engineering, Civil Engineering, Electrical Engineering, and Mechanical Engineering as well as the following programs/units: Air Force ROTC, Center for Composite Materials, Center for Catalytic Science and Technology, Center for Applied Coastal Research, Delaware Transportation Center, Orthopedics and Biomechanical Engineering Center, and an interdepartmental Materials Science Program. There are 73 faculty members in the College; the graduate student population is 364 and the undergraduate student body numbers 977. There are major research efforts throughout the College, which were funded at research efforts throughout the College, which were funded at a level of about \$10.7 million in 1990-91. The Dean is responsie a level or about \$10.7 million in 1990-91. The Dean is responsible for the academic and administrative leadership of the College and represents the College inside and outside the University. The Dean is charged with providing the vision and strategic planning necessary to develop and enhance the quality of the College's undergraduate, graduate and research programs and to manage creatively the resources of a complex and dynamic academic unit. The Dean reports directly to the Provost of the University. The candidate must meet the requirements for appointment at the rank of professor in one of the Provost of the University. The candidate must meet the requirements for appointment at the rank of professor in one of the departments in the College. Qualifications include an earned doctoral degree, a distinguished scholarly record, and the ability to lead the College in its academic responsibility as part of a nationally and internationally recognized research and teaching University. Candidates should also be prominent in engineering and scientific activities. Companyation is compatibly and scientific activities. Compensation is competitive. Applications should include a letter of interest, curriculum vitee. Applications should include a letter of interest, curriculum vitae, and names of releiences. The closing date is March 16, 1992. Applications and nominations should be submitted to Kenneth R. Blederman, Dean, College of Business and Economics, Chair, Search Committee, 228 Purnett Hall, University of Delaware, Newark, DE 19716.

The UNIVERSITY OF DELAWARE is an equal opportunity employer which encourages applications from qualified minority group members and women.



Dean of Admissions and Financial Aid

Responsibilities
The Dean of Admissions and Financial Aid works with the Vice President
for Enrollment and Student Services in the development and implementation of admissions, marketing, recruiting, retention, and financial aid
plans. He or she has direct, day-to-day responsibility for:

o organizing and implementing comprehensive nationwide and international recruitment and admissions programs;
evaluating, admitting, and enrolling a culturally diverse student population;

- ulation; coordinating major components of the College's Student Information

supervising the Admissions staff and Director of Financial Aid.

Education/Experience
Five or more years of demonstrated effectiveness in undergraduate admissions and financial aid is required. Master's degree is preferred. Expertise in statistical and demographic analysis, marketing, advertising, admissions information systems, and sinff supervision is desired.

Salary is competitive, based on experience and qualifications. Position available 6/1/92 or earlier. Résumés should be received by April 6, 1992, attention: Vice President for Enrollment Services,

Beloit College is an Affirmative Action, Equal Opportunity Employer.

and names of three references to; Kathryn Reading, Center for Personal and Professional Development, Salisbury Sinte University, Salisbury, Maryland 21801, Inner-visional Development, Salisbury Sinte University, Salisbury, Maryland 21801, Inner-vision will be processed beginning March II, 1992 and conflicted until positions are filled. Non-U.S. Clizzbur massinave U.S. Innitipastion and Natarakhasilom Certification to accept employment, Salisbury, Salisbury residential control one year of full-time related experience required. Il-month presidential control one year of full-time related experience required. Il-month presidential control. Salisbury Farson of St. 4, 1905-517, 800, familiated apartment, near relate, Ind. Intrinsive Action Baselover, Ouglined March President Development and disabled portions are encouraged to apply the second president of the supervision of the full and 10-20 Resident Director supervision of 1-4 halls and 10-20 Resident Assistants. The President Program, The Statistics include community and human development, programming and training cases.

WEST GEORGIA COLLEGE

Vice President and Dean of Faculties

West Georgia College invites applications and nominations for the position of Vice President and Dean of Faculties.

The Vice President and Dean of Faculties is the chief academic officer and advisor to the President with administrative responsibility for coordinating all the academic programs, research and service activities of the College. The Vice President and Dean of Faculties is the ranking College official who acis

West Georgia College has a student enrollment of approximately 7,500 (2,000 of whom are graduate students), employs a full-time faculty of 265, and offers a variety of undergraduate programs in the School of Aris and Sciences, Business, and Education. The Graduate School offers an array of programs for the master and specialist degrees as well as a cooperative Ed. 1), degree with the University of Georgia.

West Georgia College, a comprehensive senior college of the University System of Georgia, is located in Carrollton, a pleasant community of approximately 20,000 residents about 50 miles west of Atlanta. Carrollton has very good schools, extensive recreational facilities, and an economy balanced by industry, higher education, and retailing.

Candidates for the position must have an earned doctorate or appropriate terminal degree; extensive full time college teaching, research, and administrative experience in progressively responsible positions; scholarly qualifications sufficient to merit appointment as a professor in one of the institution's academic departments; superior ability in oral and written communication; a strong commitment to academic quality; and effective interpersonal skills.

Salary is connectivity and communication.

Salary is competitive and commensurate with qualifications and experience. Position will be open January 1, 1993. Starting date is negotiable.

Candidates should send a résumé, official transcripts, a personal letter of interest indicating how their qualifications meet the needs of this position, and the names, addresses, and telephone numbers of three references to the address below. Additionally, candidates should have three letters of references.

Dr. Jeanette Bernhardt, Chairman Vice President and Dean of Faculties Search Committee P. O. Box 10033 West Georgia College Carrollton, GA 30118 (404) 836-6552

Review of applications and nominations will begin May 1, 1492. The names of applicants and nominees, resumes, and other general non-evaluative material are subject to public inspection under the Georgia Open Records Act. West Georgia College is an Affirmative Action, Equal Oppor-tunity Employer, and strongly encourages the applications and nominations of women and minorities.

Indiana University School of Law - Bloomington ASSISTANT DEAN

AVAILABLE: Position to be filled by June 1 or earlier; applications received by March 15 will be assured full consideration.

will be assured full consideration.

DESCRIPTION: The Assistant Dean is responsible primarily for the operation of the Law School's Career Services Office. In addition, the School is fooking for multifilmensional individual who can become an inegral past of the School's administrative team, and who would be challenged to accept growing responsibilities in related areas of law whose administration, such as development, publications, and budget planning. As a central responsibility, the Assistant bean is charged with the development and management of the career planning and job search program for a student body at approximately 600 students. The primary responsibilities include:

- the career planning and job search program for a student body of approximately 600 students. The primary responsibilities include:

 Supervision of the Office of Career services, including development and implementation of policies in consultation with the Dram and the faculty;

 Management of an on-campus interview program for over 200 employers who will conduct 2,500 interviews;

 Counseling of students and alumni with respect to goals and strategies for legal employment operationities, including non-traditional ones;

 Ceation and coordination of career planning and search workshops, panels, programs, and nestertials;

 Development and administration of job fairs;

 Supervision of employment database development;

 Reprosentation of the School to various external groups.

QUALIFICATIONS: 1.D. required; strong organizational and career counseling skills required as evidenced by work experience or Master's degree in courseling/student personnel services; tamiliarity with IBM PC compatible computers and WORDPERFECT and database software is desired. SALARY: Competitive, with excellent benefits.

Interested individuals should forward the following: (1) a letter of interest to include salary requirements (if any), and date of availability: (2) detailed resume; and (3) the names of two individuals who may be contacted as references to:

Alfred Aman Dean Indiana University School of Law - Bloomington Bloomington, Indiana 47405



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe ---

every week in The Chronicle.

Carried to Spring Com-

SAINT JOHN'S UNIVERSITY

Collegeville, Minnesota

Vice President of Student Affairs

Saint John's University, a Cathodic, Boundletine, liberal aris college, invites monimations and applications for the position of Vice Preddent of Student Affairs, Saint John's, founded in 1957, enrolls 1,550 mea installment authoring College of Saint Bonedic (1,750 women undergraduates). The residential campus, as and 3,450 acros of lakes, woordands and prairie, is 70 miles northwest of Micrographs/St. Paul.

The Vice President of Student Affairs is primarily concerned with providing a residential environment which promotes student learning. The Vice President is responsible for student life policies and program which draw on Renealictine traditions of individual responsibility and community values. Specific areas of management and budgetary responsibilities include: Athlotics (varsity and intronucal), Campus Ministry. Counseling and Carour Services. Foreign Students, Life Salety Services, Residential Programs, Student Activities, Student Government, and Student Services.

The Vice President reports to the President and works closely with the Vice President for Arademic Affairs, who is responsible for academic support services, the Vice President for Eurollmont Management, the University's Coordinator of Minority Affairs and the Seint John's Abbey Health Centur, as well as counterparts at the College of Saint Benedict.

The Vice President oversees a hudget of \$1.7 million, a professional staff of \$1, and a student staff of 10B. Desired qualifications include:

a terminal degree in a related field and/or extensive experience in student development work

 the ability to understand and strengthen the Benedictine and Cathelic values at the heart of Saint John's educational mission the ability to work with and be respected by the faculty, and alrengthen the interrelationships between student life and the liberal arts carriculum

a vision for student affairs which includes holistic development of the person, the importance of value formation in residential pro-grams, and attention to issues of men's and woman's development, as well as cultural diversity

the capacity to work formally and informally with students, with high visibility, genuine interest, an ability to listen and a penchant for involving students in decision-making processes

a commitment to collaborative working relationships with callongues in student affairs

The expected starting date will be July 1, 1992 or as soon as possible thereafter. The review of applications will begin upon receipt and continuo until the position is fifthet. It is expected that the selection will be made on or before May 15.

Personal applications should include a letter outlining the candidate's strengths in relationship to the desired qualifications, as well as a current resume. Nominations are also welcome. Nominations and applications should be directed to:

Director of Personnel Services Saint John's University Collegoville, MN 20221 Phone: 612-363-2509

Saint John's is an Equal Opportunity, Allirmative Action Employer. Women and minorities are encouraged to apply.

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WESTERN MARYLAND COLLEGE

(a selective, private, independent liberal arts college)

ASSOCIATE VICE PRESIDENT AND DIRECTOR OF DEVELOPMENT

Join a CASE award-winning advancement team that is building and preparing for a comprohensive capital campaign in planning. Reporting to the Vice President for Institutional Advancement, the Associates Vice President has responsibility for the College's fund-raising programs, shares in the formulation of broad institutional advancement publicies, and will serve as a hird operating other of the campaign. The College seeks a proven and motivated professional with a willingness to work long hours to create a state-of-the-art program. Five to ten years of fund-raising expenence are desired, with success heading a major fund-raising function such as desired. Bachelor's degree manual fund. Prior capital campaign expensive is personal skills essential. The successful candidate will have a deep commitment to Lorated 28 miles NW of Baltimore and 55 miles from Washington, the College is Located 28 miles NW of Baltimore and 55 miles from Washington, the College 6 celebrating its 125th anniversary. It has a full-time undergraduate enreliment of 1.250 men and women and an alumni body of mure than 14,000.

Salary and benefils are competitive. Candidates may send résume, salary requirements, and the names of three references by March 30 to:

Richard F Seaman Vice President for Institutional Advancement Western Maryland College Westminster, Maryland 21157

Western Maryland College is an Equal Oppartunity, Alfornative Action Employer.

Stipend of \$3,600, furnished apartment, meal rian and full fultion walver. The application of the April 10, 192 The applications will be accepted until the portions are filled. Early applicants will be accepted until the portions are filled. Early applicants will be accepted until the portions are filled. Early applicants will be accepted until the portions are filled. Early applicants will be accepted until the portions are filled. Early applicants will be accepted until the portion of the porti

Vice President For Academic Affairs

RULLETIN BOARD: Positions available

Marymount Manhattan College invites nominations and applications for the position of Vice President for Academic Affairs.

Marymount Manhattan College is a selective, independent liberal arts college founded in 1936 by the Religious of the Sacred Heart of Mary. It became independent in 1961. Located on New York's Upper East Side, the College enrolls 1,400 undergraduate and 8,000 continuing-education students. In recent years, the College has experienced growth in enrollment, attracting a diverse population of students from New York City, as well as from across the United States and abroad.

The Vice President for Academic Affairs reports directly to the President and provides leadership in all areas related to academic policy. The College seeks candidates committed to the mission of an urban. independent, and multi-cultural liberal arts institution, to excellence and innovation in teaching, and to shared

The successful candidate will have an earned doctorate; five or more years of administrative experience; strong teaching and communication skills; the ability to work on a team; an understanding of faculty involvement in decision making; knowledge of budgeting; and evidence of success in obtaining grants.

Send letters of nomination and applications to Christina Flanagan, Search Committee, Marymount Manhattan College, 221 East 71st Street, New York, NY 10021.

Marymount Manhattan College

Marymount Manhattan College is an equal apportunity affirmative action employer.

VICE PRESIDENT FOR ACADEMIC AFFAIRS

Fitchburg State College is currently accepting applications for the position of vice president for academic affairs. A four-year public college of liberal arts and professional programs, Fitchburg State has a current full-time undergraduate enrollment of about 3,400. It is located in the North Central part of the state, close to the New Hampshire border and about 50 miles from Boston.

As the chief academic officer of the college, the vice president is responsible for directing the activities of 220 faculty members in 19 departments, and the following administrative units: admissions, registrar, graduate and continuing education, tutorial and advising groups, the campus elementary school, and the college press.

Candidates must hold an earned doctorate degree. Salary commensurate with experience. Send cover letter, resume and the names and addresses of three professional references by March 20 to Personnel Office, Fitchburg State College, Fitchburg, MA 01420.



"The Uncommon Public College"

An equal opportunity, affirmative action employer

Residence Life: Vurginia We slevan Cullege.
A selective private four-year internal arts college related to the Vurginia Conference of the United Methodist Church has the full town of the United Methodist Church has the full town of the United Methodist Church has the full town of the Conference Life: The Office of Residence Life is seeking to fill: The Office of Residence Life is seeking to fill: The Office of Residence Life is seeking to fill at each of the 1992-91 acts to fill at least town of Conducted Assistant position. We are officing an excellent cuportunity for a graduate student to gain ment and administration of a residence Life is united as a master's degree program at a liampion Roads institution, prior experience as as RA or similar position, interest town and all amounts for the student services professated or apply. Torms of Employment these strong commendation of Employment Degated to apply. Torms of Employment Degated to apply. Torms of Employment Degated and Degated while strong and the decision of the Conference of Studence Application Processed fewome and three letters of resomendation by March 29, 1992 to Dean Norfiels, Virginia Wesleyan Cullege.

Residence Life: University of Florida, Residence Life: Ar-norm Dean/Residence Residence Life: University of Florida, Residence Life: An intent Dean/Residence the University of Florida has an opening for pected to create and maintain residence Residence Director. The University of Itali environments conducive to personal

Fresno Pacific College **VICE PRESIDENT** FOR ADVANCEMENT

The Vice President for Advancement is responsible to the President for leader-ship in planning and implementing a comprehensive program to support the College in pursuit of its distinctive mission of Christian higher education. The Vice President supervise, all advancement staff including graphics, current fund, capital campaign, and planned giving. The Vice President serves on the President Schneid, & works directly with selected donors & Advancement Commission of the Bhard of Trustees. QUALIFICATIONS:

Backelor's Degree in applicable field
 Mainium of five to ten years' experience in public relations, marketing, business management, antifor fund raising
 Understanding of and commitment to Christian education
 Strong abilities in verhal and written communication, interpersonal stalls, and organizational management.

Desired

and organizational management.

Desired

Advanced degree in applicable field

Demonstrated success in conceptualizing and implementing plans and programs to increase prayer and financial support

Demonstrated ability in representing an organization before a variety of constituencies

Experience working with volunteers

Familiarily with Mennonite Breibren Church and its theological and spiritual character and traditions.

Itemo Pacific College is an evangelical

fromo Pacific Cullege is an evangelical liberal arts college with 1500 students the Cullege maintains a strong under-grafitate program as well as a vigorous graduate division. gramme (distant)
Salary is dependent upon qualifications and experience. Benefits Include health, life and LTD insurance, vacation, moving expenses, tultion walvers. Application readline is March 16, Send letter of application/resumé to.

Sue Khewer Fresno Paulic College 1717 S. Chestnut, Fresno, CA 93702 (209) 453-2245

VICE PRESIDENT FOR FINANCE AND ADMINISTRATION

Westark Community College invites applications for the position of vice president for finance and

HIF. COLLEGE. Westark College is a 65-year-old, publicly supported, single-campus, cumprehensive community college. The College also operates a University Center whereby various universities offer bachelor's and master's degrees on the campus. The College is located in Fort Smith, Arkansas, a historic city of 75,000 situated in a region of lakes, rivers, and scenic beauty between the Ozark and the Ouachita Mountains on the Arkansas-Oklahoma border. The institution has a credit enrollment of over 5,500 students from a five-county service area in Western Arkansas, with 238 full- and part-time faculty, offering a wide range of academic scellages. of academic, technical, continuing education, and industrial training programs.

The College has experienced a 63 percent growth in FTF enrollment since 1985. The College enjoys good local support, having recently completed a successful five million dollar endowment campaign for private funds and obtained citizen approval of additional local tax support for new buildings to accommodate the enrollment growth.

THE POSITION. The vice president for finance and administration reports directly to the president and carries broad leadership, management and administrative responsibilities for the College. This position carries overall responsibility for the following College functions:

i. All accounting, disbursement, financial reporting, comptroller and treasurer duties for the sound fiscal operation of a college with \$20 million in annual operating, capital improvements, endowment and bund fund budgets and expenditures; 2. All budget development and execution functions; 3. All investment management for the College and its supporting foundation; 4. All physical plant operations to include real property acquisition, major construction, renovation, maintenance, custodial and grounds operations; 5. All personnel, payroll and fringe benefits administration; 6. Oversight and overall responsibility over the following support activities: purchasing, inventory control, risk management, bookstore and exfeteria operations, motor pool, centralized word processing, printing, mail and distribution services, telecommunications services and cannot security.

QUALIFICATIONS. Qualifications of the successful candidate will include:

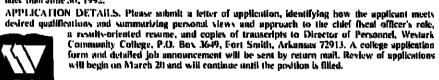
 At least 10 years of directly related experience in responsible financial management positions, preferably in the public higher education sector.

 A master's degree in business administration, public administration or finance is preferred; The ability to demonstrate a working knowledge and technical expertise in the majority of functional

Significant evidence from past assignments of the ability to provide positive and effective leadership
of a large organization with many disparate functions and responsibilities, while operating against frequent

 Evidence of well-developed listening, und and written communication skills, as well as the ability to work well in an integrated mainframe and PC computer environment. SALARY AND BENEFITS, Salary will be commensurate with qualifications, experience, and achievement

record, negotiable up to mid-\$60%, with competitive benefits package. Required availability date not later than June 30, 1992.



AA / EOE



NAVARRO COLLEGE

Vice - President for Student Services

NAVERRO

COLLEGE

Builts and Responsibilities: The Vice Provident for Student Services will be principle to provide the counseling student activities; licusting technique to the Vice President will be directors for each of these live arrays. Refared activities; licusting technique to the Vice President will be directors for each of these live arrays. Refared areas of responsibility included supervalum, grant management, learning as indistribution, grant management, learning to linking with security and maintenance for camping life and student floating. In linking with security and maintenance for camping life and student floating. In light of the Vice President and services as a member of the Executive Coordinating Council.

Qualifications: Master's Despete in Student Services or related area required; Doctorate preferred. Must have community college experience; a commitment to the community college philosophy is required. Extensive experience is desirable in student services and related areas. Must passes leadership and management skills.

Applications: Submit resumb to: Or. Lary L. Rood, Economyrehersive, public comments in formation. Navarro College, 1200 W. 7th Accine, Consuma, TX 75110.

General Information:

College, 3JUL W. 7th Ascetuo, Const. Jan., TX 75110.

General Information: Navarro College is a fully accredited, comprehensive, public community college. Founded in 1946, the College now has a semester credit enrollment of approximately 3,000 students. The College's modern, well-maintained lacilities are studed in a bountfully lands, apport campus on the west side of Const. Const. Const. can is a community of 24,000 people located on 1-45 approximately 65 miles south of the Usilas/Fit. Worth metroples, in addition to the main Campus, Navarro College has centers in Mexica and Wasalaschie.

Navarro College is an Equal Opportunity, Attimative Action Employer

growth and academic achievement of students. Specific responsibilities include counceling, administration, program development, staff selection, training and supervision. Each Assistant Dean also has the opportunity for experience in other Student Affaira staff members in this small, liberal arts, coed college. Siena is committed to the development of a culturally diverse community. We encouraged the apportunity for experience in other Student Affaira staff members in each other community. Contact Mancy Da uncertainty of a liberal arts, coed college. Siena is commit det on the development of a culturally diverse community. We encouraged the apportunity of personnel of the professionals committed to such a community. Contact Mancy Da uncertainty of such as commu



A complete list of the latest government grants. foundation grants, and private gifts to colleges and scholars -

every week in The Chronicle.

Salar Salar

University of the Ozarks

Clarksville, Arkansas 78830

VICE PRESIDENT FOR DEVELOPMENT

The University of the Ozarks invites applications and nominations for the position of Vice President for Development. The Vice President has the responsibility of providing leaker ship in the planning and implementation of all programs designed to artestive the historion toward the guark pertorning to development, and rawing, and university relations from toward one guark pertorning to development offerer of the institution responsible to the President and well covered the cognition and management of a capital campaign and will identify, cultivate, and edicit major gots from individuals, conpertons, and couplations. Also, the Vice President superview the staff, programs, and artifiles in alternate the staff, programs, and artifiles in alternate resident, church relations, communications, and amount food raising. Extensive travel is required.

required. Minimum qualifications include a Bachelor's degree with advanced degree preferred, at feasi 5 years' current and successful hands in development and fund-rasing experience documented process ability to work with various conducent groups: strong communered to the mission of a small, church-related, liberal airs institution; superior managerial, communication, and leadership shills.

communication, and teathership shills.

The University of the Ozarks is a Presbyterian-related liberal arts institution of approximately 700 students. The emphasis among the faculty is on quality fearing, and student-development. Located in Christolle, Arkansas, a form of 5,000 footed in the scenarian Arkansas River Valley, the university is in a regim which provides abundant multiple recreational opportunities and affortable housing.

Direct numinations or letters of application with resume and three letters of recommenta-tion to Dr. Come Stephenson, President, University of the Ozarks, 415 Cullege Archive, Clarksville, AR 72830. Review of applications will began April 8, and will containe until the position is filled.

Candidates should possers strong interpersonal and supervisory skills acquired through experience. The Assistant Residence Director works with a reofessional Residence Director works with a reofessional Residence Director in managing a tests one realion; advising student groups: training supervision and evaluation of 15-20 residence Life North Carolinas State University. Assistant Director for Staff Deval.

residence Director in managing a desk operation; advising student aroups; training, supervision and evaluation of 15-20 resident advisors and works study staff. Adultional responsibilities include programming for residents, assisting with discribing, and administrative residence and equivalent conditions and facility management. Bucilety's degree or an equivalent conditional and operations and facility management. Bucilety's degree or an equivalent conditional and operations and experience is required, flus a minimum of 2 years' provides a starting salary of \$10,900; accommodations and meals typical at \$4000; relephone: 12 credits remitted infilition, comprehensive benefits package (valued at 300% of salary); 13 days' paid vacantion after one year; and the opportunity for professional development. Appuntament is full-time for the nine-month accomming the forth processes. Qualifications State retirement places, a proposition of the opportunity of professional development. Appuntament is full-time for the nine-month accomming on a letter of a professional development and substantians. Francisco processes, appunt for professional development places of reference. Private conditions received by April 15, 1992. Representatives received by April 15, 1992. Representatives are preferred. Appundance of the Scarch Committee will be attending ACPA. NASPA, and the Orbitach Placement Exchange. Precinague in the opportunity of the Scarch Committee will be attending ACPA. NASPA, and the Orbitach Placement Exchange. Precinague in the opportunity of the Scarch Committee will be attending ACPA. NASPA, and the Orbitach Placement Exchange. Precinague in the opportunity of the Scarch Committee will be attending a process of the Scarch Committee will be attended to the Scarch Committee will be attended to the Scarch Committee will be attended to the Scarch Committee will be attended to the Scarch Committee will be attended to the Scarch Committee will be attended to the Scarch Committee will be attended to the Scarch Committee will b



Great Valley

CHIEF ACADEMIC OFFICER **Director of Academic Affairs**

Applications and nominations are invited for the position of Director of Academic Affairs at Penn State's Great Valley. The Director is responsible to the Campus Executive Officer for providing leadership on all academic matters including the

Penn State Great Valley is a special mission campus of the University located in the Great Valley Corporate Center at Malvern, PA. The campus is in its 29th year, having occupied its newly constructed facility in August, 1988. As the University's graduate campus in Southeastern Pennsylvania, Great Valley serves 1,200 part-time graduate students through programs in education, engineering, and management. It serves an additional 2,500 students through its continuing education programs. The campus faculty is comprised of 19 full-time and 60 part-time

The Great Valley Corporate Center is a 700-acre business park that is home to over 300 companies and 12,000 employees. It is the largest of numerous business parks located along the Route 202 Technology Corridor and a 40-minute drive northwest of center-city Philadelphia. In addition to its classrooms and labs. Penn State Great Valley houses the Penn State Technology Development Center, a business incubator serving over 40 startun technology companies.

QUALIFICATIONS: An earned doctorate, or equivalent, and minimum of five years experience involving a combination of fulltime teaching, leadership of faculty, research and scholarly pursuit is required. Candidates should possess strong interpersonal and communication skills and the academic qualifications of a tenured, senior ranked faculty member at Penn State. Experience in academic planning, faculty recruitment and development, graduate program development, faculty governance, grantsmanship, and budgeting is desired.

Application deadline is March 16, 1992, or until an appointment i made. This twelve month, standing appointment includes an excellent benefits package. Salary will reflect qualifications and experience of the candidate.

Send nominations and/or application (including resume), with the names of three references, to:

> Lawrence S. Cote Campus Executive Officer Penn State Great Valley 30 East Swedesford Road Malvern, PA 19355

An Affirmative Action/Equal Opportunity Employer Women and Minorities Encouraged to Apply.

SEARCH EXTENDED

Executive Director Student Activities Corporation

The Executive Director of the Student Activities Corporation of Queens College is responsible for administering the Cor-poration's day-to-day activities; acting in an advisory capacity on all financial matters pertaining to a \$1 million annual budget; negotiating insurance policies/contracts; overseeing auxiliary services operations (dining hall, bookstore, video/vending

services); and developing programs for educating student groups.

Bachelor's degree required, with at least 5 years prior campus experience preferred. Experience in supervisory responsibility and budget management essential.

competitive salary; excellent fringes. Send resume with salary history in confidence to Jeromy Buxton, Chair, Search Committee, Student Activities Corporation, Queens College/CUNY, Flushing, NY 11367-1597. Applications will be reviewed commencing March 18 and continue until position is filled. AMEOE

_Student Activities Corporation is an independent legal entity. Natifier the Board of Trustees of the City University of New York nor any constituent unit is liable in any way for the acts of the corporation. Similarly, the corporation is not liable for the acts of any public instrumentality or any private club or organization.

Residence Ulier Residence Hall Director.

Pringarily concerped with recycling a living continuous which results in the greatest social, cultural, and educational growth for individual students and the living group. Responsibilities include: relection, training, supervision, and estudent conduct procedures; crists and personnal advisions designed. Send letter of application, training, supervision, and estudent conduct procedures; crists and personnal advisions devices and training of full government; and training of full government; and training of full government; and training of full government; and training of full government; and training of full government; and training of full government; and training of full government; and training of full government; and training of full government; and departmental programming according to a 3-disreption of the full provides are fulled. Westington State University is a land grant, comprehensive measure in the sufficiency of the full provides are fulled. Westington with an egroliment of improvidence removes to apply the state of the full provides and training to the full provides and training to the full provides and training to the full provides and full provides and full provides and full provides and training to the full provides and full provides and training to the full provides and full provides and training to the full provides and full provides and training to the full provides and full provides and training to the full provides and

Joseph W. Jones **Ecological Research Center**

ADMINISTRATOR

Ichauway, Georgia

The Joseph W. Jones Ecological Research Center Invites applications for the position of Administrator. As the chief administrative and financial officer of the Center, the Administrator is responsible to the Director for the direction, quality and administration of operational policies and practices, financial policies and procedures, budget preparation and control, facilities and maintenance, human resources, security, library, computer system and other services to support the research, conservation and educational missions of the Center.

Qualifications include extensive experience in the management and oper-ation of business and financial affairs of a complex research and educational institution, to include external grants and contracts. An advanced degree in an appropriate field is preferred, as well as excellent administrative, interper-sonal, written and oral communications skills.

The Joseph W. Jones Ecological Research Center is a new independent institution funded by the Robert W. Woodruff Foundation at ichauway, a 28,000 acre reserve in southwest Georgia. The objective of the Center is to develop a program of excellence in ecology and natural resource management that includes research, educational and conservation goals. The Center is currently in the development stage and will build toward a target size of 10-12 scientists, their students and post-docs, and diverse administrative, site management and support personnel. The Administrator has a unique opportunity to contribute to the development of facilities and programs of this future research center of national significance.

The Center is located near Albanus and Rainbridge CA. The formar is a

The Center is located near Albany and Bainbridge, GA. The former is a growing business center of SW GA with a population of 110,000, excellent health care facilities, diverse cultural and recreational activities, and beautiful nearby forests, agricultural lands, lakes and rivers.

Salary is competitive and commensurate with experience, plus a solid benefits package. Letters of application, resumes, and names of three references should be mailed by March 2 to Dr. Lindsay Ross Boring, Director, Joseph W. Jones Ecological Research Center, Ichauway, Route 2, Box 2324, Newton, GA 31770; Fax (912) 734-4707. It is anticipated that the interviewing and selection process will be completed by April, 1992.

SAINT JOSEPH'S COLLEGE Vice President

for Academic Affairs

Saint Joseph's College, a Catholic liberal arts histitution in Northwest Indiana, seeks nominations and applications for the position of Vice President for Academic Affairs. Reporting directly to the President, this individual is responsible for development and implementation of academic programs, policies, and budgets. Faculty hiring, evaluation, and development are seen as top priorities of the office. This Vice President also supervises the Library, Registrar. Admissions, and Financial Aid.

Registrar, Admissions, and Financial And.

Saim Joseph's College is just beginning its second century of dedication to the murually stimulating goals of Catholic higher education in the liberal arts tradition. One of the main responsibilities of the new Vice President will be to keep the College's nationally renown Core Curriculum at the highest possible level of vitality and excellence. Enrollment has been holding steady at 1025 students, and the full-time faculty of 64 men and women constitutes a corps of professors with an exceptionally high degree of academic community.

The successful applicant must have outstanding credentials both as a teacher/ scholar and as an administrator. An earned doctorate, preferably in the arts or sciences, commitment to Catholic liberal arts higher education, savior faire in interpersonal relations, and the ability to lead and even inspire are requirements. As an equal opportunity and affirmative action employer, the College extends a special invitation to minorities and to women to apply. Salary will be competitive and commensurate with credentials and experi-ence.

The starting date is July 1, 1992. Applications (letter of application detailing special qualifications, vita, three letters of reference) should be received by March 20th and sent to:

Office of the President Saint Joseph's College Rensselaer, Indiana 47978

discipline practices. Team teach RA training class. Coordinate facilities improvements for area. Theme Hell orthous which focus on International students, first year students, the arts, family housing and computers may be available. Qualifications: Successful candidates with have a master's degree in Student Personnel or related field, residence hail stell or relevant work experience, an understanding and appreciation for diversity, a working knowledge of student development theory and strong administrative skills. A Maciotosh personal computer is provided as administrative support in each area. Renuneration: Pulltime, twelve-month, live-in position, Sainry \$19,000; furnished apartment and board plan. Employment begins july 13, 1922 to, and lingher education transcripts, and three letters of references by April 3, 1927 to: Susan Grant, Department of Housing and Residence Life. Box 7315 NCSU, Releigh, North Carolina 27695-7315. Representatives will attend the SRAHO and NASPA conferences. Engal Opportunity, Affirmative will attend the SRAHO and NASPA conferences. Engal Opportunity, Affirmative will attend the SRAHO and NASPA conferences.

Residence Life: North Carolina State University. Assistant Area Director taraduate teasistantship). Assist in managing residential area, selection, instainas, and supervision of RA staff. Other duties include advising hall coimell, developmental and multicultural programmina, facilities management, and educational discipline. Qualifications: Successial candidates have Qualifications: Successful candidates have completed a BA/BS degree and are accepted into a sandante program at NCSU. Preference is given to applicants with understreaments are residence hall experience for those enrolled in the College of Education and Psychology. Remuneration: 9.5 month, live-in position. Stipend of 37, 125; furnished apartment and beard plan. Employment begins July 27, 1992. To supply: Send in the or of application, resume, all injurier colleges and psychology. Resume, all injurier colleges of the psychology. Send in the college of the psychology. The psychology of the psychology of the psychology of the psychology. The psychology of the psychology of the psychology of the psychology of the psychology of the psychology. The psychology of the psychology of

Traditional Halls and (2) for the First-Year Student Program. Both positions are live-in with major emphasis on developmental and comprehensive wellness programming, student involvement, and teadership development in addition to supervision, advising, behavior management, and administrative responsibilities, Position (1) phas, coordinates, and administera a comprehensive retenuion program for freshman residents. Master's degree in Student Personnel or closely related field plus full-lime residence hall experience preferred. Knowledge of human and community development theory required. The successful candidates will have the ability to assess atudent needs, design, implement and evaluate developmental interventions, watte a high degree of student contact, and promote appreciation of diversity. Salary: \$21,000-\$25,000 plus apartment, board and excellent benefits, Submit letter of application, résumd and increamment, board and reference to Dr. Terry Ploer, Director of Residential Life, 450 Maryland Parkway, Las Vegas, Nevnda 89154. Application review will begin March. 1, 1992 and continue until the positions are filled. Interviews will be conducted at Oskhosh Piacemeni Exchange and the ACPA Convention. An AA/

Residence Life: The University of Nebraska at Kearney is a gubbic, four year institution tocated in the heart of Nebraska. The enrollment is 9,000 plus, with 13 residence halls and 3 family housing spartment complex within Residence Life. 1991-29 trought 2 new residence halls, UNK (8 an exciting place to work (1) Assistant Director of Residence Life/Summer Conferences and Programming; The Assistant Director of Residence Life/Summer Conferences and Programming to exponsible for assisting the Director of Residence Life in the overall operation, will directly oversee the programming and student leadership development functions and organize the summer conference programming the University. This position reports directly to the Director of Residence Life. Meater's despread in two years' post-Mester's experience is required. Twelves most live-out postion starring July 1, 1992. Safary is commenturate with experience. Closing date for resume, two conference istern and cover less than the conference internance over the summer.

Vice Chancellor for **Student Affairs** Minnesota State University

System

The Minnesota State University System, Office of the Chancelor, twies applications and nominations for the position of Vice Chancelor for Sudent Affairs who serves the Chancelor, the Board, and the seven university by providing leadership in the areas of student affairs and cultural states.

The System is made up of seven universities located in Bemidii, Mankato, Marshall (Southwest State), Minneapolis-St. Paul (Metropolitan State), Moorhead, St. Cloud and Winona, as well as a campus in Japan. Current entrollment is over 63,000. The Chancellor serves as the chief executive officer of the System: a nine-member board appointed by the Governor sets policy for the seven universities.

sets policy for the seven universities.

Responsibilities: Develop, coordinate and facilitate student affairs and cultural diversity policies and programming; provide leadership to the university student affairs vice presidents and the minority service directors; design, develop and analyze financial aid policies and represent System on financial aid issues; serve as liaison and resource to the statewide student association; coordinate special System projects in such areas as diversity, recruitment and retention, scholarships, admissions, drug and alcohol education, career placement and counseling, and international students; assist the universities with incorporating total quality management principles; collaborate with academic and fiscal affairs offices on a broad range of support services issues; identify opportunities for public private partnerships to enhance cultural diversity and student affairs programming.

private partnerships to enhance cultural diversity and student affairs programming.

Qualifications: The successful candidate must have, at a minimum, a master's degree in a relevant field; a doctorate is preferred; five to eight years' progressively responsible student affairs experience in a college or university setting, including experience in diversity programming; at least three years' experience in financial aid or the ability to demonstrate a thorough understanding of financial aid policies and issues and their impact on students and parents; understanding of system-level administration and system-university relationships; ability to integrate academic and fiscal support services into student affairs; experience in a multi-campus, public system preferred; thorough knowledge of recent trends and developments in higher education, student affairs and diversity issues; exceptional oral and written communication skills; and ability to analyze, develop and present policy options. and present policy options.

Nominations for the position are encouraged interested applicants should submit letter of application, résumé and the names and telephone numbers of three references. Letters of reference are NOT requested at this time. Review of applications will begin April 1, 1992. Starting date is july 1, 1992 or as soon as possible thereafter. Send applications, nomina-

Sharon K. Miller, Director of Public Information Minnesota State University System 555 Park Street, Sulte 230 St. Paul, MN 55013 612-296-4404

Women and people of color are encouraged to apply. The Minnesota State University System is an equal opportunity, affirmative action employer.



Western State College of Colorado, Gunnison, Colorado 81230

VICE PRESIDENT FOR ACADEMIC AFFAIRS

Western State College of Colorado is a public liberal arts institution of approximately 2,500 students and 11to faculty members with twenty-one majors including professional work in education, hustiness and recreation. The College is in the mountain town of Gunnison (population 4,600), 200 miles southwest of Denver. The Vice President for Academic Affairs reports to the President and has responsibility for the academic mission of the College.

Thus, interested in a delice and each extending the product.

Those interested in or being nominated for the position should:

have an earned doctorate, preferably in a fiberal arts discipline
 have apprience as a faculty member in a liberal arts college or an appropriate discipline in a university
 have at least 5 years, including department chair, of administrative experience in a liberal arts college or university
 be devoted to creating energetic, innovative, interdisciplinary and academically demanding undergraduate education
 have the energy, vision, commitment to diversity and organizational glits to play a crucial role in completing the conversion of the college into a fine public liberal arts institution.

The College strongly encourages the application and pomination of women

The College strongly encourages the application and nomination of women and minorities. Salary and benefits are competitive. Applications and nominations are due April 3, 1992, with the appointment to begin as soon as possible after selection. Applications should include a letter of interest, a vita and five references. References will not be contacted without the permission of the candidates.

Please send applications to: Kaye Howe, President Western State College Gunnison, Colorado 81231 Western State College, one of four members of the State Colleges of Colora do, is an Affirmative Action, Equal Opportunity Employer.

ter is March 15, 1992. (2) Graduate Hall Director: The Oraduate Hall Director au-pervises the Resident Assistants and the pervices the Resident Assistants and the oversit operations of a half of 150-400 students and is supervised by a Master's level Area Coordinator. This is a tea-month live-in position starting August 1, 1992. Compensation includes a furnished apariment, 20 neal plan, nine-hauft unition waiver and 350-00 per month. Send résumé and cover letter by March 13, 1992. Send Application information to: Director of Residence Life. University of Nebraska at Kearney, Kearney, Nebraska 68847. UNK is an Equal Employment Opportunity Employer.

School Paychology The SCOL County.

School Psychology The SCSU Counseling and School Psychology Department invites applications for an assistantiasociate tenure inch faculty position in the School Psychology Program to begin September, 1992. Duties include teaching a variety of courses in action psychology (i.e. assessment, consulting, theory), supervising practicula students, participation in student selection, leadership participation in storessional associations. Earned doctor-

achool psychology practitioner and school psychology trainer. State or national lead-psychology. Salary competitive. Appointment subject to availability of funds. Search Committee will begin reviewing candidates on March 6. 1992. Applications being accepted until selection is made. Send résumé, all official graduations de la committe de la configuration de la committe de la configuration de la committe de la





Cheyney University, the oldest historically Black college in America, is one of fourteen institutions in the Pennsylva-nia State System of Higher Education. Located in heautiful southeastern, PA, 24 miles west of Philadelphia and 15 miles north of Wilmington, DE, it has an enrollment of approximately 1,500 undergraduate and graduate students. The University is currently recruiting for the following positions:

PROVOST, Vice President for Academic Affairs

This chief academic administrator reports directly to the President and assumes the President's duties in her/his absence. The Vice President leads the areas of Graduate Programs/Continuing Education, Undergraduate Programs and Student Affairs.

The Vice President plans and coordinates academic and student programs, assembles and administers the area budget, coordinates policies and planning, and plays an active role in the recruitment, assignment and evaluation of faculty.

Candidates should have at least 10 years of related leadership and administrative experience. An camed doctorate is required, preferably in an academic discipline. Several years of both teaching and administrative experience at University level is preferred. The salary range for this position is between \$67,744 and \$84,124. The starting salary will tall within this range and be determined based on qualifications and experience.

Submit letter of application, résumé and names and addresses of three professional references by March 15, 1992 to: Human Resources Office, Provost Search, Cheyney University, Cheyney, PA 19319. Transcripts of all graduale work must be included with letter of application. Vice President for Finance and Administration

The Chief Financial administrator reports directly to the President. The Vice President directs and coordinates the activities of the Accounting Office, Computer Center, Public Safety, Physical Facilities and Human Resources. Candidates should have a Master's Degree and a minimum of five years' (ten years or more experience preferred), of proven leadership and administrative experience. Experience in Higher Education would be helpful. The salary range for this position is between \$61,443 and \$76,804. The starting salary will fall within this range and be determined based on qualifications and experience.

Submit letter of application, résumé and names and addresses of three professional references by March 15, 1992 to: Human Resources Office, VP Finance Search, Cheyney University, Cheyney, PA 19319.

The Assistant Director reports directly to the Director of Alumni Affairs. The Assistant Director assists the Director in all areas of Alumni relations including publications, visitations, and a variety of related duties. Candidates should have a Hachelor's degree and at least five years of proven leadership and administrative experience directly related to Alumni/Public Relations.

The salary range for this position is between \$27, 130 and \$36, 401. The starting salary will fall within this range and be determined based on qualifications and experience.

Submit letter of application, résumé and names and addresses of three professional references by March 15, 1992 to: Human Resources Office, AD of Alumni Affalis, Cheyney University, Cheyney, PA 19319. Assistant Director for Special Activities and Events

The Assistant Director reports directly to the Director of Alumni Affairs. The Assistant Director assists the Director in all areas of Activities and events including planning, preparation and implementation of events, programs and

Candidates should have a Bachelor's degree and at least live years of proven leadership and administrative experience directly related to Event PlanningPublic Relations

The salary range for this position is between \$27, 130 and \$30,401. The starting salary will fall within this range and be determined based on qualifications and experience.

Submit letter of application, résumé and names and addresses of three professional references by March 15, 1992 to: Human Resources Office, AD special Activities and Events, Cheyney University, Cheyney, PA 19319.



VICE PRESIDENT FOR STUDENT AFFAIRS

SOUTHEAST MISSOURI STATE UNIVERSITY is a comprehensive regional institution and the only scalor institution serving the southeastern quadrant of Missouri. The University compass consists of 780 accessituated on a lift overlooking the city of Cape Girardeau and the Mississippi River. During the 1901 fall sensets and statements were enrolled in programs leading to associate, buthefor's, muster's and programs leading to associate, buthefor's, muster's and

THE VICE PRESIDENT reports directly to the President and is the senior administrative officer for the Division of Student Affairs. The Vice President is responsible for providing leadership and administrative direction to a comprehensive student affairs program which complements and supports the academic mission of the University and enriches the quality of student life. The Vice President works closely will academic leadership in providing direction for the co-curricular segment of the University's nationally recognized University Studies program. The Vice President implements the programs of the newly-reorganized Division of Student Affairs, including enrollment management, student development, and auxiliary units.

auxiliary units.

FUNCTIONAL AREAS for which the Vice President will be responsible include: admission-view student relations; orientation; coordination of scholarships; registrar's office (enrollment, student records); inderial services; testing services; equal opportunity programs (Student Support Services, Talent Search; career planning and placement; health services; counseling services; student rights and responsibilities; services to minority students, commuter students, students with disabilities, adult learners, international students, off-campus students, and students with gender Issues; residence life; University Center and campus activities (including bookstore and textbook services); Student Recreation Center/recreational sports; and the contracted university dining services. REQUIRED QUALIFICATIONS:

Earned doctorate in an appropriate field from an accredited institution.
 Evidence of commitment to the philosophy of student personnel work.
 Demonstrated administrative, management, and leadership skills.
 Significant, progressively responsible and relevant administrative and supervisory experience in areas related to this position in higher education (minimum of eight years preferred).

PREFERRED QUALIFICATIONS PREFERRED QUALIFICATIONS:

Demonstrated expertise in a campus-wide program of enrollment management which enhances the recruitment, retention, and success of students.

Demonstrated commitment to affirmative action and the promotion of cultural diversity.

A record of experience in managing student-related auxiliary units and student advocacy.

An outstanding record of contributions to the profession.

Experience in teaching, academic advising and/or academic administration.

The ability to work effectively with faculty, staff and students in a coflegial governance structure.

Strong inferpersonal skills.
 Excellent verbal and written communications skills.

SALARY AND BENEFITS are competitive and commensurate with experience and credentials. This is a

POSITION AVAILABLE: August 1, 1992, or as soon as possible thereafter.

NOMINATIONS DEADLINE: Nominations must be submitted not later than March 20, 1992 to the ad-

APPLICATION PROCEDURE: All application materials must be postmarked not later than Friday, April 3, 1992. Applicants should send a letter of interest which shows evidence of the qualifications noted above, a curriculum vitae, and the names, addresses, and plane numbers of five references to:

Kaia M. Stroup. President Southeast Missouri State University One University Ploza, Cape Olrardeau, Missouri 63701

Southeast Missouri State University is an Affirmative Action, Equal Opportunity Employer and encourages aominations and applications of women and minorities.



Tarleton State University Stephenville, Texas

Vice President for Student Services

Founded in 1890, Tarieton State University is a comprehensive, state-assisted university which is a part of The Texas A&M University System. Tarieton has an enrollment of over 0,400 and is located in Stephenville, Texas, 65 miles southwest of Fort Worth. Approximately 1200 students are housed on campus in nine residence halls, Students can pursue any of 90 degree programs at the undergraduate and graduate levels. Position: The Vice President for Student Services reports directly to the President and is responsible for the leadership, coordination, and supervision of all services, personnel, programs, and activities in the area of Student Services. These areas include Student Housing, Student Health Center, Tarleton Student Center, Placement and School Relations, Student Counseling Center, Student Activities, intramural Sports, Special Programs/Micority Affairs, and Rodeo Team. Other duties include advising and counseling with students, parents, faculty, and non-teaching staff members on policy matters concerning students and student life.

Qualifications: Must have an earned doctorate, or the equivalent, in students.

Qualifications: Must have an earned doctorate, or the equivalent, in student personnel administration, counseling, management, or other closely related field. Must have ten years of related experience in higher education or other educational setting, preferably in educational administration, and/or student personnel and guidance, including the counseling of high school and/or college-age students. Preference will be given to candidates who have a broad and clear vision of what higher education will be in the future. Candidates must understand, embrace, and be able to work effectively in a multi-cultural campus setting. Strong organizational, interpersonal, communication, and leadership skills are of primary importance. In addition, candidates must have a working knowledge of strategic planning, fiscal management, and the budgetary process. Specialized training in counseling and/or administration is preferred.

Applications: The screening of applications will healin immediately and

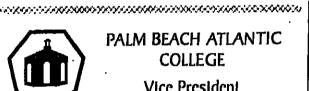
Applications: The screening of applications will begin immediately and will continue until the position is filled. Application process may be discontinued any time after May 1, 1992. For further information, call the Tarleton State University Personnel Office at (817) 988-9128. To apply, send letter of application of the process of the position of the process of the personnel o

Dr. jim Boyd Chairman, Search Committee

Tadeson State University is an Equal Opportunity, Affirmative Action Employer. Minority and women candidates are encouraged to apply.

intensis in the interface of society with act-cace/technology are invited to apply. We are peritously interested in an iodavidual who will be strong role model and advisor to macrity students. Mmority applicants are encouraged to apply and identify them-selves as such. Fit. D. referred. ABD re-quired. Attractive teaching load. Competi-ity palary, Send letter of application out-man include a particular and research goals. Via. priling tample, and three letters of

reference by April 20 to: Willie Melton.
Chair, Search Committee, Department of
Social Sciences, Michigan Technological
University. Houghton, Michigan 1993;
(906) 487-2113 Michigan Technological
University is an equal opportunity educational institution, equal opportunity employer



PALM BEACH ATLANTIC COLLEGE

Vice President for Academic Affairs

Applications and nominations are invited for the position of Vice President for Academic Affairs of Palm Beach Atlantic College. Candidates should be experienced academic leaders who will serve as atrong advocates for the academic program both within the college community and various external constituencies individuals must possess a dectorate in an appropriate academic discipline, be proven scholars with significant academic credentials, have substantial experience in college or university administration, have a record of dynamic leadership, have a strong personal Christian faith commitment. Preference will be given to cancidates who demonstrate an appreciation for a privately supported college in the Baptist tradition; successful teaching, research and publication; and initiative in developing and promoting new aducational programs. The Vice President for Academic Affairs reports to the President Faporting to the Vice President for Academic Affairs are the academic division chalipersons, registrar, librarian, and other academic administrative officers.

The position is available June 1, 1992. The application deadline is March 1, 1992. Paim Beach Atlantic College is a comprehensive liberal arts college of 1,500 atudents located on the intracosstal waterway in downtown West Paim Beach.

Please submit résumé or fetter of nomination to

Carey C. Newman Cheir, Screening Committee Parm Beach Atlantic College P. O. Box 24708 West Palm Beach, FL 33416-4708

fessor, beginning September 1992. Science, Technology, and Society Program with strengths in industrialization, history of technology, industrial archaeology, work.

Evaluation in the Secondary Education in the reminion in industrialization, history of technology, industrial archaeology, work, politics of technology. Applicants with Ph D. in political science or related disciplines with teaching and research interests in the interface of sovernment, politics, and/or policy with science, technology, and industry. Particular areas of interest include industrialization, industrial policy, energy, environment, comparative/international perspectives. Attractive teaching load, competitive salary, Send letter of application outlining teaching interests and research goals, virs, writing sample, and three letters of reference by April 20 to Bradley Baltensperaer. Chair, Search Committee, Department of Social Science, Michigan Technological University, Houghton, Michigan 4901; (905487-2113, Michigan Technological University is an equal opportunity employer.

tron and the Secondary Education Pressal and Evaluation in the Secondary Education Department. Doctorate in Science Education required, a ministrust of three years accordary school teaching experience, and college teaching experience. Rank: Assistant Professor—depending upon qualifications. Letter of application, current vita, official transcripts, three letters of reference and a copy of teaching certificate should be sent to: Dr. Robert Kinderman, Chair, Search Committee, Department of Secondary Education, Beskey Education Building, Kutatown University, Kutziown, Pennsylvania 1930. Deadling for application is April 1, 1922. Kutziown University Engloyer and actively solicits application in from qualified women and minority candidates.

JEFFERSON COLLEGE VICE PRESIDENT

Defletion College lawlos applications and nominations for the position of Vice President. The position becomes available July 1, 1992, upon retirement of the Executive Vice President. The Vice President reports directly to the President of the College; assumes direct responsibility for supports and evaluation of the following administrative departments and snote: institutional research, matketing and public relations, grants development, institutional development, institutional planning, data coordination for state and federal reports, staff development and executive assistant to the President and is a member of both the President and Cabinet and the Administrative Council

Capitet and the Administrative COUNCII

Capiting library Earned declorate preferred; minimum of ten years of administrative and teaching experience with three years of experience at the senior administrative level or commensurate managerial experience in a position of similar responsibility. Ability to provide direction and teadership in a dynamic and progressive institution in a participatory management environment, excellent verbal and written skills required; community college expensence desirable; some working knowledge of state and tederal funding procedures helpful.

Jefferson College is a public comprehensive community college which serves at Diatrict of approximately 175,000 residents residing in Jefferson County, Measure The College Diatrict adjoins \$1. Lovid County The area provides the benefit of a rural environment in the unmediate groximity of a major metropolitan area. The College offers a comprehensive curriculum in college stransfer, vocational-technical education, and adult-continuing education enabling over 8,000 each semester.

The College's main campus is located near Hillsboro, approximately 20 miles from St. Louig. amid rolling, wooded hills on a 488 acre parcel. The modern facilities include 12 major buildings Salary: Commensurate. The College offers an excellent fringo benefit package including health and dental insurance, short- and long-term disability, life insurance, liberal leave and vacation plane, and an oxistanding retirement program to its employees.

An application should include, a letter of application; a résumé addressing experi-ence, qualifications and background: copies of transcripts and three latters of reference. Completed application must be received no later than Merch 31, 1992

Piessa address inquiries, nominations, and emplications to Mrs. Sharon E. Armetrong, Segretary Vice President Screening Committee Office of the President Jefferson College 1000 Vixing Drive Hillsboro, MD 63050

including experience in non-traditional education programs including experiental learning: successful experience in Rural Alaska: commuter experience necessary. Williog to travel. Closias Date. Murch 15: 1992, or until filled. Application, comprehensive résulté. Transcript and names, current addresses, and telephone numbers of theory of the confessional reference to Business Office Chukchi Cullege, P. O. Box 297. Kurze bure, Alaska 99752. The University of Altaka is an Affirmative Action, Equal Organ Unity Employer and Educational Insignation



RULLETIN BOARD: Positions available

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Executive Director,

Student Cooperative Association, Inc.

Indiana University of Pennsylvania and the Board of Directors of the Student Cooperative Association

As chief administrative officer of the Association, the Executive Director manages the affairs of the

As constitution in the best interests of its mombers, and according to the policies established by its Board of Directors. The Executive Director is responsible to the Board of Directors of the Association and reports to

The mission of the Association is to develop and fund programs, idefilities, and services that contribute to the quality of life for the IUP community. The Association, in cooperation with IUP, develops and provides support for programs which onhance the extracurricular life of the campus. As such, the Association serves as a vehicle for funding and promoting the activities and programs of campus organizations that benefit the community as a whole. The primary objective is to meet the social, cultural and recreational needs of the campus and provide IUP with a campus store, a campus Union

building with meeting rooms, food services, game rooms, and other special (actilities, and indoor and outdoor recreational (actilities. The Association provides an opportunity for students to experience

DUTIES: Through a full time staff of 36 and a student staff of 100, the Executive Director: (1) develops and

administers an annual budget of \$6.5 million; (2) manages the administrative Discour; (1) develops and administers an annual budget of \$6.5 million; (2) manages the administrative personnel, educational and physical plant functions of the Hadley Union Building and 270 acres of outdoor recreational tacili-

ties; (3) represents the Association on University and Student Affairs committees and develops goals for the Association consistent with the University Mission; (4) assists the Board of Directors in the develop-

ment and formulation of Association policy; (5) assumes responsibility for administering labor agree

ments and serving on negatiating teams; (6) manages all properties and facilities owned by the Associa-tion with total assets of \$7.8 million, and assumes leadership for major renovation and expansion

ment, or another relevant field; minimum five years' successful experience in related positions, including responsibility for administering complex budgets and comparable facilities; excellent communication and interpersonal skills and the ability to develop strong relationships with students; relevant combinations of education and experience may be substituted. Starting date is no later than August 1.

Interested candidates should sond letter of application, résumó, and names and phone numbers of three references to: Linda M. Hall. Chair. Search Committee, 215A Sutton Hall, Indiana University of Pennsylvania, Indiana, PA 15705. Applications must be received on or before March 23, 1992.

THE STUDENT COOPERATIVE ASSOCIATION, INC., IS AN EQUAL OPPORTUNITY EMPLOYER.

ONALIFICATIONS: The successful candidate will have: Master's degree in administration, me

COMPENSATION: Salary range: \$45,000-\$57,000. Excellent fringe benefit package

THE UNIVERSITY OF TEXAS

AT BROWNSVILLE

Executive Director

for Institutional Advancement

the University of Texas at Brawnsville, each, an energene, progressive professional for the position of Executive Director of Institutional Advancement. The Executive Director is responsible to the President for all operations relative to resource development, identification, cultivation, and soft attains of fonds of the University and the programs. The Executive Director for Institutional Advancement will provide manage and other and constantion for a comprehensive development program to unclude. Advancement Research, Annual Tural, Corputate Relations. Foundation Relation, Major Catts, Canada Corporation (Executive Directors and Corporation).

Candidates must have a thorough understanding of and approximate to quality public higher education. Quality and are tracking to distribute the quality public higher education. Quality attacts and table a baseleders of give, advanced degree preferred; the ability to communicate effectively, and strong management and leadership stills. Application must have a maniform of tree years of resource development expert ence with at least two sects in an administrative operate. Past performance larger should induct a proportedness for assuming a section means; ment position in directing a comprehensive resource development program.

The links of the communication of the program.

The University of Texas at Browns after some of life on component institutions operated by the University of Texas system. It is located in the southern typ of the state of Texas, 20 miles from the Gulf of Mesico and one block from the levas-Mesico broker. Its most unique characteristic is a recently formed partnership with Texas Southmost College, a comprehensive community college located on a state of compute in theorems the Partnership allows for the university and community college to operate with a consolution definitional programs.

Application deadliner Completed applications containing a letter of application, re-sumbota, and three letters of recommendature should be received by Stach 5, 1992 Candidates invited to interceive may be required to solern ad Janoual interaction by the Search Contains.

Office of the President
ATTS: Institutional Advancers at Scoria Committee
The University of Texas at Brownseile
For throne
Brownseile, Joses 2550

The University of Texas at Brownsystle, in portners tup with Texas Southmet College, is an Affirmative Action, Equal Opportunity Employee 1/18 is a Suredy Tree institution."

Salary: Competitive and comprensurate with qualifications and expensions.

Starting Date: Farly Spring 1992

becoming involved in the leadership and governance of the corporation.

Inc.. invite applications for the Executive Director of the Student Cooperative Association, Inc.

professional degrees, in law, medicine, and dentistry.

is filled. Send to:

Southern Illinois University

Chancellor

Tra Boards of Traiser is of Southern Illinois University invites nominations and applications

for the position of Chancellor of Southern Illinois University. The Chancellor is an officer

of the Board of Trustees and is chief executive officer of the SIU system, one of four senior

public university systems in Illinois, Southern Illinois University includes two established

universities, Southern Illinois University at Carbondale and Southern Illinois University at

Edwardsville, and offers degree programs from the associate through the doctorate, and

The Chancellor is expected to provide leadership for the overall University, while

supporting the concept of institutional autonomy and the operational authority of the

Presidents. As the designated representative of the Board of Trustees, the Chancellor informs

and represents the Board in all University-related matters, advises and assists the Board in

the discharge of its responsibilities, and represents the needs and aspirations of SIU to the

The successful candidate should possess superior leadership skills and have proven admin-

istrative and academic experience at the campus or system level within a complex university offering a range of programs through the doctorare. The Chancellor should be able to work

as part of a team with the Board and the Presidents in advancing Southern Illinois University.

and in effectively communicating with the University community and its board

Mrs. Sharon Holmes

Executive Secretary to the Board of Trustees

P.O. Box 2827

Carbondale, IL 62902-2827

Nominations and applications with current resumes will be accepted until the position

University community, the general public, and external constituencies.

constituencies, including legislative budies and governmental agencies.

Eastern New Mexico University

VICE PRESIDENT FOR ACADEMIC AFFAIRS

The Office of the President of Eastern New Mexico University invites applications and nominations for the position of Vice President for Academic Affairs. The Vice President, who reports to the President, serves as chief academic officer of the University and coordinates academics with the other campuses. The Vice President will assume responsibilities on July 1, 1992.

Eastern is a fully accredited state supported rural comprehensive university of approximately 6,000 students and is composed of the parent campus in Portales, a branch community college in Roswell and an instructional center In Ruidoso. The University offers associate, baccalaureate and master level programs, and pursues a mission emphasizing liberal arts and professional programs.

Candidates are expected to have the following qualifica-

- · An earned doctorate and credentials as a teacher/ scholar qualifying the candidate for the rank of professor in an ENMU academic department.
- Significant administrative experience beyond the department level including the promotion and tenure evaluation of faculty personnel.
- · Commitment to excellence in teaching, research, service, affirmative action, design for diversity, shared governance, and personnel administration.
- interpersonal skills to workeffectively with all constituencles and administrative units of the University to achieve the goals of the University.

Compensation will be commensurate with experience and is competitive within the higher education community.

A letter of nomination or application, a current resume, a statement of educational philosophy, and names and phone numbers of three professional references should be postmarked no later than March 31, 1992, to receive consideration. Send to:

> Eastern New Mexico University Vice President for Academic Affairs Search Personnel Office, Station 21 Portales, NM 88130

The University is an Affirmative Action and Equal Opportunity Employer. New Mexico is an open records state, it is the policy of the University to reveal to the public the identities of the applicants for whom outside inquiries have been made or for whom on-campus interviews are scheduled, efter having notified the candidate of our intent to do so.

CULVER-STOCKTON COLLEGE Vice-President for Business Affairs and Treasurer

Culver-Stockton College, a church-related liberal arts college with a twelve-year history of enrollment growth and balanced budgets, announces the search for a new chief fiscal affairs officer. The V.P. is responsible for the business office, administrative computing, physical plant, college food services and office support services. He/she reports directly to the president and is responsible for carrying out the college's investment policy and preparing and managing the budget. Salary and starting date are negotiable. Submit letters of iniquiry and résumé to the Office of the President, Culvey-Stockton College, One College Hill, Canton, MO 63435.

Equal Opportunity Employer (EOE)

Social Science/Research Research Technician, Social Science Research Ceater, Ball State University, Muncie, Indiana, Technical Position in social science research syallate July 1, 1932. Duties include working with Results and sudepats on research states and sudepats on research center. Minimum Qualifications: M.A. or 16.3, in pical science; use of SPSS or similar package; experience with methods of survey research, collecting developments and data analysis; mastery of computer skills, such as VAX DCL and MS DOS commands. Survey increased the collection processing, organizational, communications.

tion, and one-on-one instructional skills. An application packet should include a current risumo, an official transcript, and three recent original kitters of reference and should be addressed to Ann L. Brown. Director, Social Scipnor Research Center, North. Quad 242, Ball. State University, Muncle, Indiana 47,106, Review of arrolations will begin on Arryll 1, 1992 and continuous until position has been filled. Ball State University is an Sound Opportunity. Afformative Action Employer and is strongly and actively committed to diversity within lie community.

"Social World Chair and Director of CSWE-accredited BSW program. This program is



betern State College of Colorado, Gunnison, Colorado 87230

VICE PRESIDENT FOR DEVELOPMENT

The Vice President for Development will have responsibility for a new fund-raising program which will include annual fund, corporations and founda-tions, major donors and liaison to the Western State College Foundation. The current function of the Foundation is to manage, not raise, private funds fur the College. The annual fund, the most active component of the current program, has been administered by the Vice President for Public and Student Affairs and has been in existence for three years. The position will report to the President of the College.

Western State College is a public liberal arts institution with approximately 2,500 students and 116 faculty members. There are 21 majors, including the professional disciplines of education, business and recreation. The College is in Gunnison, a mountain lown of 4,600, two liundred miles southwest of

- Those Interested in applying or being nominated should: • have at least 5 years of development experience, with at least 3 years in
- higher education development

 be aware of current trends and practices in higher education develop-

- be familiar with liberal arts colleges and their missions
 be familiar with liberal arts colleges and their missions
 be able to work with diverse internal and external constituencies
 have strong writing, speaking and organizational skills
 be willing to travel frequently
 Candidates shall have demonstrated successful experience in all facets of fund raising including participating in a capital campaign in an academic environment and must be willing to expend the time and energy necessary to start a cumprehensive fund-raising program with modes!

The College strongly encourages the application of women and minorities. Salary and benefits are competitive.

Applications and nominations are due April 3, 1992 with the appointment to begin as soon as possible after selection.

Applicants should include a letter of interest, a vita and five references, none of whom will be contacted without the permission of the candidate. Please

President Western State College Gunnison, Colorado 81231

Western State College, one of four of the State Colleges of Colorado, is an Affirmative Action, Equal Opportunity Employer.

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EXECUTIVE DIRECTOR

Montgomery County Consortium for Vocation/Technical Education is seeking an Executive Director for the Consortium. The position is available July 1, 1992. The Consortium is comprised of four AVTS Schools, a comprehensive high school and the Montgomery County Community College, located in the suburban Philadelphia area.

The Executive Director will be responsible for coordinating the development of secondary vocational/technical articulation agreements with postsecondary institutions, secondary/postsecondary curriculum committees for secondary/postsecondary curriculum committees for evaluating, writing and accessing competencies for collaborative programming. Additional responsibilities include coordination of marketing materials, preparation of grant proposals, and interfacing with Local, State, and National Government officials and business/industry representatives.

Qualifications: Master's degree and proven competencies in management and training development. Experience in community college and/or technical education is

Starting salary: \$41,000. Send letter of application and résumé by March 16, 1992 to: Ruth Jordan, Personnel Office, MONTGOMERY COUNTY COMMUNITY COLLEGE, Blue Bell, PA 19422. AA/EOE.

MONTGOMERY COUNTY COMMUNITY COLLEGE

should have the same attorn: Candidate should have the same doctorate, a minimum of two years' poat-Master's Social Work practice experience, prior experience in social work education, evidence of good teaching and schoarly activity, and ability to provide creative lenderative to the program and within a University that has high academic stendards. This is a sentor-level, tenure-track position. Salary: Negotiable depending on qualifications and experience. Coping date for applications: March [5, 1992, Send resumé with three current letters of reference to Dr. Betty L. Baer, Clair, Search and Screen Committee, Social Work Program, University of Wiscousin-Green Bay, 2420 Nicolet Drive, Orren Hay, Wisconain 53(11-700). An alrubatical list of all nominees and applicates, without differentiation, may be relegated following the closing date. AA/

small and capped at 30 students per class. The program is scademically rigorous and is organized on an interdisciplinary, competency-based model. It has excellent insatiuational support. In cooperation with four county departments of social pervices and the Oneida, Menominee, and Stockbridge-Munsee Indian Tribes, the program was recently awarded a five-year child welfare training stant. Qualifications: Candidate should have the samed declorate, a miniand/or practice experience with disadvantaged populations is strongly encouraged.
Application deadline is March 20, 1992.
Send a letter of application, résumé, three
current letters of recommendation, and ofleial transcripts to Thomas G. Bhert, Acttage Chair, Social Work Department, University of Wiscossin Orbicosh, Oxhicosh,
Wiscossin 54901. An alphabetical list of all
nomineers and applicants without differentiation may be released following the closing
date. The University of Wisconsin Oxhkosh is an Equal Opportunity, Affirmative
Action Employer.

Sociology: Southern Arkansas University. Instructor/Assistant Professor of Sociology. SAU is seeking applications for an instructor/Assistant Professor of Sociology for the Summer or Pall of 1992. Duties factured the Summer or Pall of 1992. Duties factured eaching undergraduate introductory and upper division courses in sociology and aocial: work. Qualifications: MSW required. Doctorate and teaching experience at college lavel preferred. This is a permanent tenure tract position. Salary and make commensurate with qualifications. In addition, SAU offers an excellent fruse benefits just kage. White the primary emphasis at SAU is on high quality teaching to under

students, research and public service are encouraged and supported. SAU believes that cultural diversity is essential to the educational process, thus applications from misorities and women are strongly encouraged. Applications will be accepted until the position is filled. The former review process will be accepted until the position is filled. The former review process with death March 13, 1992, Interested persons should used a left process of the entire, and dressus and telephone numbers of three

VICE PRESIDENT FOR EDUCATIONAL AFFAIRS

The National College of Chiropractic, founded in 1906, located in Lombard, illinois, accredited by the Commission on Accreditation of the Council on Chiropractic Education and the Commission on Institutions of Higher Education of the North Central Association of Colleges and Schools, offers a least open of the North Central Association of Colleges and Schools, offers a well as supper division courses leading to the Harchelor of Science degree in human biology. The College employs ninety faculty, enrolls an average of 750 students, and graduates approximately 170 professional students annually. The Vice President for Educational Affairs reports directly to the President, and is responsible for all educational programs, including those of the Postgraduate Division. Hashe supervises six deans, two directors, and one coordinates developer. His/her primary responsibilities include:

- Maintenance and improvement of all educational programs;
 Provision of impovative thinking and action relative to new programs;
 Provision of leadership for and evaluation of those who report to him/her;
 Overseeing or chairing all faculty search committees;
 Recommending salary levels for faculty and related administrative and support staff:
- pon statt;

 Overseeing the formulation of all educational budgets and policies;

 Representing the College and/or President when required;

 Assisting the President Its fund ratsing, legislative matters, and intercollegiate
- ting leadership for Self-Study Reports and acting as liaison with ac-
- credifing agencies;

 Providing annual educational and other reports at the direction of the Presi-
- dent;

 Working closely with the President and the Vice President for Administration and Finance in the day-to-day operation of the College; and

 Working cooperatively with faculty and administrators for the most efficient and effective attainment of the College's mission and purposes.

Qualifications: The College encourages all candidates with the following

- Terminal academic or first professional degree;
 Broad and significant academic and administrative experience at level of

- dean or above;

 Established record in teaching and scholarship;

 Excellent managerial, communications, and organizational

 Damonstrated leadership ability;

 Ability to work with diverse constituencies;

 Experience in accreditation procedures;

 General knowledge of fund-raising strategies;

 Sensitivity to needs of a diverse educational community;

 Honesty intentity and record moral characters.
- Schmidty to needs of a diverse ecticational community:
 Honesty, integrity, and good moral character;
 Proactive leadership style; and
 Willingness to actively develop a sensitivity to, and concern for, The National College of Chiropractic, its history, and its specific needs Experience in health education at the first professional level is destrable

Applications: Position will be available September 1, 1992. Salary is competitive and commensurate with credentials and experience, with a range of \$70,000 to \$80,000 plus benefits, including TIAVCREF retirement plan. Search will continue until the position is filled. Noninations, or letters of application, accompanied by current curriculum vitae, and the names, addresses, and telephone numbers of no less than fivo referees are to be mailed to:

Dr. Jacob Fisher, Chair Search Committee for Vice President for Educational Affairs The National College of Chiropractic 200 East Roosevelt Road Lombard, Itlinois 60148



VICE PRESIDENT FOR DEVELOPMENT

Aquinas College invites applications and nominations for the position of vice president for development.

This position serves as the principal fund raiser for the College. The successful candidate will identify, cultivate, and solicit the College's major donor prospects, and provide leadership in an expanded and multi-faceted external relations program which includes annual fund, corporate support, alumni relations, foundation support, planned giving, endowment, and capital/major gifts.

The vice president for development works closely with the president, board of trustee members, and other leaders in enhancing the image of the institution and in engaging in activities that will identify and nurture donor property.

The mission of Aquinas College is to provide a liberal arts education with a career orientation in a Catholic Christian context to all students capable of profiting from such an education regardless of their sex, age, religion, ethnicity, or racial background. Aquinas was a pioneer in the field of continuing education for adults and enjoys a flourishing adult population as well as a traditional student body of 1,100 and two master's programs. Founded by the Dominican Sisters of Grand Rapids, Aquinas is well known for its hospitality to differences and its emphasis on service learning.

Located in the heart of west Michigan, 35 miles from Lake Michigan, Grand Rapids has a metropolitan population of 650,000 + and has twice won designation as an All-American City. Aguinas College is located on a wooded 100 + acre campus within the city limits.

Nominations and applications must be received by March 18, 1992. Appointment is effective July 1, 1992. Send résumé and latter of application to:

Chair, Vice Presidential Search Committee Aguinas College 1607 Robinson Road, S.E. Grand Rapids, MI 49506

mat 1992: The pusition will be a joint an continent in African American Studies and sociology. Areas of specialization were even but preference saven to social measurable professors are to social measurable. The proposition is made the introductory course in African American Studies as well as course in sociology. Proportimities easier of development of new course the pending upon qualifications, the mention may also nationed appointment as a condinator of the African American Studies Programalists of recommendation to Retry In-Irada. Their of recommendation to Retry In-Irada. Chair, Recquiment Committee, Experiment of Sociology, lower State University, American 5, 1992 or until purities is filled. Completed applications reviewed March 16, 1992 or until purities is filled.

where specially is 6 has and Inequality Ad Jatonal responsibilities include teaching formulative shorology, other courses in the conditate's field of interest, and advertige Quick, attent P. D., in hand by September, 1992, escallence in orderandante feathing and research. Salest competitive feathing and research. Salest competitive feathing and research in the U of R is a private, non-demandanticial therefore increases, with 1,400 feathers to conserve the University of the orderand-unterstudents. The University of parts the Johnston Center: the Whitehead Center of Life-tong Le come; and monocours interesting a many coloural faculty. The Department is a quibilities for research to motel interesticially and the anti-hopologists. Our collective challenge is to install interdisciplinate for tacking complex strong general feet and fermination marginally and he man ecology, religions and reach change, stimulate our collegal conversations. We note the collegate who endulations of ethics and other forms of discensis. Send application

CHANCELLOR UNIVERSITY OF MISSOURI-COLUMBIA

The University of Missouri System invites nominations and applica-tions for the position of Chanceller of the University of Missouri-Co-lumbia (UMC), the oldest and largest campus in the University System. Other campuses are at Kansas City, Rolla and St. Louis.

As the chief executive and academic officer, the Chancellor man-ages all aspects of the campus administration and serves as one of seven general officers of the UM System.

The person selected must have the vision, talent, vigor and leader-ship skills needed to lead this major research and kind-grant universi-ty to higher levels of quality.

The University of Missouri-Columbia, an AAU-member institution, enrolls 24,500 students in 19 schools and colleges.

The Committee will begin reviewing nominations and applications on April 1 and will continue until a recommendation is made. Applicants should sond a letter expressing interest and their curriculum vitae to the Chancellor's Search Committee, University of Missouri System, 321 University Hall, Columbia, Missouri 65211.

AN EQUAL OPPORTUNITY INSTITUTION

letter describing areas of expettise; current curriculum vine. graduate transcripts names, addresses and phone numbers of four current neademic referencess exam-

the Ph. D. in Spanish with a strong background in Latin American studies. A tenure track position; rank depending on experience, interest in chairing a small department a plut. Salary is competitive. Applicants will submit a letter of interest with a way and the names and addresses of three references to. 13t. Kinaling S. Russell. Chair, Department of Foreign Languages and Lateratures, University of Hariford. 200 Bloomfield Avenue, West Hariford. Connection 66117. Screening of materials will begin immediately and continue until position is filled. The University of Hariford is an Equal Opportunity. Affirmative Action. Employer and specifically invites and encourages applications from women, minorities and members of underrepresented ground areas and members of underrepresented ground.

Special Education: Tenure track, Assistant Professor. Department of Special Education. University of Tenas at Austin. available Fall Semester, 1992. Candidates must have unexame doctorate in Special Education and evidence of teaching or closely related experience with must be moderate handicapping conditions is also necessory. In addition to teaching undersimples and another teaching understanding and teaching understanding and teaching understanding and teaching understanding include student advisement, supervisional desired and teaching understanding und

ing interns, and conducting scholarly tesearch. Applications should include a letter
of application, current vita, three letters of
reference and transcripts of graduate work.
Applications will be accepted through
March 1992. Send applications in: Cal
Hansen. Chair, Search Committee, Department of Special Education. Room 306. University of Texas. Austin, Texas. 787121201. The University of Texas is an Equal
Opportunity Employer, Women, minorrules
and persons with disabilities are encouraged to apply.

April 10. 1992. We especially welcome applications from women and minority candidates. F. O. E.

Spanish: University of Hartford. The Department of Foreign Lunguages and Literatures anticipates an opening in Spanish is required anticipates an opening in Spanish is required anticipate and column. The successful candidate will exhibit a commitment to and excellence in undergraduate teaching of students and/or supervision of student and/or supervision of tural populations is preferred. Send letter of application, vita. Official graduate and undergraduate transarints, and three letters of recommendation to: Dr. Mary B. Hill. Search and Screen Committee. Department of Communication Disorders and Special Education. 101 Navy 11.11. Bloomsburg University. Bloomsburg University. Bloomsburg University. Bloomsburg University is an Affirmative Acidon. Equal Opportunity Employer.

special Education: Lecturer, full-time, bestanting September 1992. Salary dependent
on expenence. Teach courses in fearming
disabilities, behavior disorders and mental
relandation, and supervise field-based practica. Related duties sociado advising, commuttee work, and other responsibilities espected of a full-time faculty openaber. Requires carned doctorate in special education for A.B.D.: public school teaching
and/or clinical experience with middly
hundicapped students, preferably in crosscultural settings: demonstrated commiment to professional and scholarly activity.
Applications received by March 16, 1992
will be given full consideration, open untul
filled. Send letter of amplication; vira, and
placement life or three letters of recom-

Southern Illinois University is an equal opportunity, aftermative action employer,

is searching for a new President

Mankato

Founded in 1807, Mankaio State University is a unique comprehensive public university, located 75 miles south of the Twin Cities motropolitan area in Minnesota, a state which is highly regarded for its commitment to excellence in higher education. Cosmopolitan in nature, Mankaio State's faculty members come from throughout the nature, and hold graduate degrees from 120 universities in 40 states. In addition, there are faculty members from various nations, and 540 international students, both undergraduate and graduate, from 70 countries. Total enterliment excends 16,000 students with 2,300 students enterliable lated.

The University is seeking an effective loader with the experience, energy, and intellectual vision to challenge the university to advence its commitment to excellence.

commitment to excellence.

Prospective candidates must present evidence to demonstrate: experience of page pages and towers of leadership: commitment to said demonstrated experience with shared governance; an understanding of complex budgets; provious involvement in policy development: leadership in advancing the goals of affirmative action and equity in calcustion and employment; an understanding of the relationship between the university and the larger community it serves; outbusions for and potential for resource development; and strong interpersonal, writing, and public speaking skills.

An earned doctorate or other significant evidence of scholarship is re-

An enried declorate or other significant ovidence of scholarship is required and teaching experience is preferred.

Numinations for the position are encouraged. An apply and most submit a letter of application which addresses the applicant's knowledge, abilities, and accomplishments as they relate to qualifications download above; a current resume; and the names, addresses, and home and office telephone numbers of at least five references which include laculty, student, and community leaders. Letters of reference are NCT requested at this time.

A complete position description will be provided upon application or nomination. Raylew of applications will begin on March 0, 1992. Appointment date is June, 1992 with service commonwing on July 1, 1992 or as soon thereafter as possible.

Applications, nominations, and inquiries should be addressed to:



Dr. Manual Mariano Lopez. sociato Vico Chaucollor for Academic Affairs Minnesota State University System 655 Park Street - Suite 2 to St. Paul, MN 55163

are equal opportunity, affirmative action institution :

m "datin. . . P., P. my Gr. abouse. De-n School of Education, California State Un-versity, Bakersfield. 90th Stockdale Hath-way. Bakersfield. California 93311-1099. CSUB is an AA/EOF.

CSUB is an AA/EOF.

Special/Secondary Education: Two full-time quotitions in special education to teach undergraduate teacher certification courses—seademic specialization and teaching experience in special education, with minor emphases in frontational education in with minor emphases in footback to the description and reaching experience in secondary education to teach undergraduate teacher certification course —academic specialization and reaching experience in secondary education, with minor emphases as specified in position obove. An examed appropriate terminal degree fed D or ft D.) is required. Rank and salary commensurate with background Send relative, letters of reference and transcript by March 13 or unrefl position is filled to 13r. Altred Fielonka. Dacmen College, 4339, Main Street, Amberst, New York, 14226, AA T.(1):

Sport American Place of foration: The School of Bealth and Paster and Mitches of Georgia Scottlern University is seeking to fill a termical real, in a stant readeson pushion in the December, as about 100 seek fiducation in the December, as about 100 seek September, 1992, Salary comment as of wall quiggifications and experience. Because during the december of the properties of the propert



five boroughs of New York City.

PRESIDENT

Indiana University of Pennsylvania

Initiation University of Pennsylvania is the commonwealth's fifth largest university with more than 14,500 students. Located 30 miles northeast of Pittsburgh, IUP is the largest of the 14 universities in the State System of Higher Education. In forty-five academic departments located within six colleges and two schools, IUP offers more than one hundred major fields of study. Oradinate programs in many professional and applied areas are available, as well as six programs at the doctoral level. IUP's internship program is the commonwealth's largest. The main campus of 200 acres is accupied by 72 buildings; additionally, the University operates two branch campuses. IUP often has been singled out by national guides that rate y value in higher education. Recently, the University was ranked twenty-second among all the aution's public universities (and highest among those in Pennsylvania) in a survey published by Money magazine's Money Guide.

The next president of IUP should possess an earned doctorate; or a terminal professional degree and experience equivalent to a doctorate. Experience as a classroom teacher in a college or university and a record of substantial intellectual or artistic achievement is highly desirable. The committee will particularly seek an individual with integrity, vision, energy and a willingness to make a long-term commitment to the University. The prevident is expected to be an effective contributor to the University's role as part of the State System of Higher Education.

The University and Board of Governors of the State System also seek in that individual the following demonstrated qualities:

Academic Planuer: Able, in confunction with the faculty and staff, to assess the University's offerings, to identify priorities and develops realistic plan for their achievement in a time of constrained fiscal resources. Particularly able to assist the University to determine the optimum balance between its undergraduate and graduate programs. Supportive of the University's efforts to enhance teaching, promote scholarship, and increase international involvement.

Leader of the Whole University: Able to identify, choose and support administrators, faculty and stall and to create the atmosphere for their creative involvement in the University. Particularly attentive to faculty development and replacement; respectful and supportive of the roles of stall at all levels; and committed to individual student growth and development. Willing to be actively involved in the local community.

Fiscal and Administrative Manager: Skilled in budgeting and fiscal over-sight. Able to evaluate the assignment of tasks and resources throughout the University to achieve necessary efficiencies and consolidation of cur-

Supporter of Shared Governance: Committed to collegiality in an environment of collective bargaining. Able to promote collaboration and team effort in a situation where most faculty and staff are covered by System-

Resource Developer: Skilled in legislative/governmental relations. Able to be an effective contributor to the University's role in the State System of Higher Education. Able to develop the University's Foundation and to take an active role in obtaining necessary funds from private sources. Promoter of Equity and Diversity: Possessing a demonstrated record of success in recruitment in retention of diverse faculty, staff and students white maintaining quality at all levels. Applications and nominations should be directed to:

Mr. Kim E. Lyttle, Chair Presidential Search Committee Indiana University of Penasylvania P. O. Box 1021 Indiana, PA 15701-1021

A more complete statement of leadership qualities is available from the search committee chair.

Applications should include a current and complete resume and a thought-ful letter discussing the candidate's qualifications in terms of the criteria

The committee will begin to review completed applications on March 12, 1992. Applications received after that date cannot be guaranteed full con-

IUP is an AA/EEO employer. This search is assisted by the Presidential Search Consultation Service of the Association of Governing Boards.



Bristol, Tennessee

The Board of Trustees announces its search for a President to assums office in the summer of 1992, and invites nominations and expressions of

interest.

King College is one of the three selective Liberal Arts I colleges in Tennessee, and enrolis 550 men and women undergraduates. A Christian college with a Presbyterian heritage, King is committed to the integration of faith, learning, and living. The quality of academic programs and faculty has been enlianced by grants from the Pew Memorial Trust and the Howard Hughes Medical Institute and recognized by the U.S. Notes and World Report and other college guides. Faculty and students value a strong sense of community, supported by a 1:13 retio, involvement in acree Georgian campus is located in the Tri-Cities area of eastern Tennesses, King has an annual operating budget of \$8 million and endowment of \$6 million.

The search committee will begin its review of candidates' materials (letter, vita, and list of at least 5 references) in March. Please scidress inqui-

Richard C. Rantzow, Chair Presidential Search Committee King College 1350 King College Road Bristol, Tennessee 37620-2699

الترسي

Student Affairs: Assistant Dean of Students/Coordinator of Greek Affairs. Pusition available July 1, 1992, Major responsibilities include coordinating Greek affairs, living in apartment complex, supervising students and undergraduate resident staff sastaned to complex; sayisfas student election committee, supervising summer conferences. Custifications: Master's degree in student personnel or related field. Two years, Austriane professional experience in



PRESIDENT

Stephen F. Austin State University

Nominations and expressions of interest are invited for the position of President of Stephen F. Austin State University in Nacogalocius, Toxas. Reporting directly to the Board of Regents, the President is responsible for the overall administration of the University.

Stephen F. Auslin State University is located in an impressive setting of pine frees and natural boauty. Founded in 1923, the institution has matured to a comprehensive university which enrolls over 12,500 students, representing 35 states and 15 foreign countries; employs over 500 FTE faculty members; and has an annual operating budget of approximately \$80 million. The University offers 70 undergraduate degree programs through seven schools, 30 master's degrees, and a Doctor of Purseity.

Candidates must have superior leadership skills, unquestioned personal integrity, excellent managarial skills and academic vision. They should be committed to the role of a public regional university, possess demonstrated compotence in strategic planning and assessment, and possess strong interpersonal, writing and public speaking skills. The selected individual will possess the ability to interact effectively with faculty, staff, atudents, alumni, the Board, and other various constituencies of the University community.

Applications and nominations should be submitted to: Stephen F. Austin State University Presidential Search Committee Attn: CHE

1999 Bryan Street, Suite 1919 Dellas, TX 75201

Review of nominations and applications will begin immediately and will continue until a suitable candidate is selected.

Stephen F. Austin State University is an aqual opportunity, affirmative action employer which actively seaks and encourages nominations and expressions of interest from minority and female candidates.

This search is being essisted by Heidrick and Struggles, Inc. Dellas Education Office.



PRESIDENT

UNIVERSITY OF MAINE AT MACHIAS

The Presidential Search Committee, established by the Board of Trustees of the University of Maine System, invites nominations and applications for the position of President of the University of Maine at Machias.

The University of Maine at Machias is the easternmost campus in the University of Maine at Machias is the easternmost campus in the University of Maine at Machias is the county seat, and the University is the cultural and intellectual center of this rural area. The student body is comprised of 1,000 undergraduates of diverse age and background coming from the downeast region and other states and countries. Characterized by a personal approach to education, the University of Maine at Machias offers a variety of programs in arts and sciences, business and education. All spects of the University's life, mission, and programs are greatly influenced by the natural resources of the area.

The President is the chief academic and administration of the second.

The President is the chief academic and administrative officer of the campus, responsible for all aspects of its operation. The President reports directly to the Chancellor of the System and serves, along with the presidents of the other six campuses, as a member of the President's Council.

Qualifications for this position include a proven record of scholarship and scadentic leadership, doctorate preferred; successful administrative experience; a commitment to a regional undergraduate University environment; and an understanding of relationships within a System of public higher schemeters. The formal review of candidates will begin mid-February, 1992.

Nominations and expressions of interest should be submitted to:

Mr. Ralph Hodgkirus

Chairman of the Search Committee and Member of the Board of Trustees

University of Maine System

107 Maine Avenue

Bangor, Maine 04401

The University of Maine System is an Equal Opportunity, Affirmative Action Employer

student Union University of Noire Dame, Office of Sindent Activities. Assistant Director, facilities, issue recyneral. Join a dynamic Sindent Activities. Assistant Director, facilities, issue recyneral. Join a dynamic student issue recyneral for overseeing and planning campus activities, coordinating student issueration activities of cordinating student issuerated in a cities. Secting self-motivated, soal-oriented individual with fomonistrated ability to design and imperent new services and programs. High operary, creativity and IBM-compatible software knowledge preferred. Opportunity for qualified individual on all Decompatible software for a constitution of facility measures, consumerated and provincing participal prelated budgets and couracts; participal prelated budgets and couracts; participal section of facilities and services; and developing and administering factors of degree and developing and administering factors of degree with Master's preferred. Related, full-time experience with analysis.

san, Dean of Students, Shippenstura University. Shippenstura Tenseylvania (1727). Shippenstura: Tenseylvania (1727). Shippenstura: Tenseylvania (1727). Shippenstura: University is an Employer. Wosten and racial minorities are encouraged to apply.

Student Unions University of Notre Dame, Notre Dame, Indiana (1727). Shippenstura (1727). Shippen

Swedish/Scandinavian Studies: Gustavus Adotybus Collego, Swedish Language and Scandinavian Area Studies, Oue-year replacement position, possibility of extension. Undergraduate level, Frimary teaching duller: Reinaling and Intermediate Swedish language courses and one section of Scandinavian Area Studies taught in English per senseter. Student advising Included. Qualifications: Academic background in Swedish language instruction ander linguishics, Expertise in Scandinavian Heratura, political science, Flunish studies, or related fields. The successful abilities in English and Swedish Ph.D. preferred, ABD acceptable. Prior teaching experience and willinguess to work closely with undergraduate Scandinavian Studies englors dearnable qualities, it is the policy

quired: Master's degree in a field related by first reasonable for the season of the first related by the hazardoust waste issues); more than fee the season of related and propressively more production of the season of the sea

PRESIDENT

Boise State University Boise, Idaho

The Idaho State Board of Education invites applications and nominations for the position of president of Boise State University. Located in Boiso, the state capital, Boise State offers a variety of Located in Ecoso, and state capital, from State ories a variety of undorgraduate and graduate programs. The largest institution in the date system of higher aducation, the university enrols approximately 15,000 students in its Colleges of Aris and Sciences. Business, Education, Houlth Sciences, Social Sciences and Public Affairs, and Technology, and the Graduate College.

in 1991, Money magazine rated the city of Boise the nation's number four metropolitan area in terms of quality of life. The chy of 125,000 enjoys a mederate climate, a modest cost of living, a growth economy, a safe environment, and a variety of outdoor recreational opportunities in the nearby mountains and deser Cultural opportunities include the Boise Art Museum, the Boise Philliarmonic, the Buise Opera Company, the American Festival Ballot, and the Idaho Shakespeare Festival. Boise is the cultural. medical, governmental, business and financial center for southwes ldaho and eastern Oregon.

Boise State's president is the chief executive officer of the university and is responsible for its management to the Board of Education Criteria for the position include.

An earned doctorate from an accredited institution; A demonstrated record of academic leadership;

The ability to work cooperatively with institutions within the state's system of postsecondary aducation:

Demonstrated skills in the areas of management, linear budgeting, and public and private resource development; Commitment to affirmative action and equal opportunity; The ability to articulate internally and externally the mission and

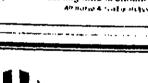
goals of the institution, and A demonstrated ability to work as a respected leader and colleague with a diverse student body, faculty, staff, and urban

Nominations should be submitted to the address listed below by April 1, 1992 A letter of application and a resume with names and addresses of five persons who can serve as references. postmarked by April 15, 1992, strould be submitted to

ATTN: Dr. Rayburn Barton 650 W. Slato Stree Boise, ID 83720 Phone: (208) 334-2270 FAX: (208) 334-2632

State Board of Education

The proferred striling date is January 4, 1993. All their no A result in others of may being their





PRESIDENT

Cheyney University of Pennsylvania Cheyney, Pennsylvania

The Council of Trustees of Cheyney University of Pennsylvania and its Presidential Search Committee Invite nominations, and expressions of interest, for the position of President.

Cheyncy University was founded in 1837 and is the oldest historically black college in the United States. The university is one of fourteen institutions in the Pennsylvania System of Higher Education. Located in Southeastern Pennsylvania approximately 20 miles southwest of Philadelphia on a beautiful 273 acre campus. Cheyney has a comprehensive mission and offers 35 degree programs leading to the Bachelor of Arts, Bachelor of Science, and Bachelor of Science in Education. In addition, nine graduate programs leading to the Master of Education and Master of Science are offered. The university has an enrollment of approximately 1,500 undergraduate and graduate students, representing 25 states and 14 countries. There are 99 full-time faculty members. The university's operating budget is approximately \$21 million.

The Presidential Sarch Computation and the interest of telented

The Presidential Search Committee encourages the interest of talented individuals with appropriate terminal degrees and significant experience in higher education who would be capable of providing effective leadership for Cheyney University. Specifically, the next president must have astrong commitment to Cheyney's mission as a public, historically black college with comprehensive educational programs; be a skilled administrator; have a good business sense; and have the ability to work collaboratively with the various constituencies of the university to address its future challenges.

Nominations and expressions of interest should be sent, in confidence,

James H. Manning, Jr., Esquire Cheyney University of Pennsylvania Cheyney, PA 19319

Because the president will be expected to assume office on approximately August 1, 1992, the search committee will begin to review candidate credentials in late March.

Cheyney University is an equal opportunity employer.

and practice of Gustavus Adolphus Coilege to provide equal educational and employment opportunities for all. We specifically encourage applications from women my aprities and persons with disabilities. Application: Send letters of application with credentials and letters of recommendation to: Roper McKnight, Chair, Dapartment of Scandinavian Studies, Gustavus Adolphus Coilege is an Equal Opportunity, Afrirmative Action Employer.

Technology Tempister Technology.

6

RIJLLETIN BOARD: Positions available

CHANCELLOR

THE UNIVERSITY OF TENNESSEE, KNOXVILLE

Nominations and applications are sought for the position of Chancellor, The University of Tennessee. Knoxville. The Chancellor is the chief academic and administrative officer of the state's largest and most comprehensive research University. Established in 1794, UT Knoxville is an 1862 land-grant institution. More than 1,200 faculty fulfill its three-fold mission to teach, conduct research and serve the public.

With an annual budget of more than \$250,000,000 UT Knoxville offers bachelor's degrees in 150 programs, master's degrees in 85, and doctoral degrees in 52. Enrollment is 25,000 with 19,000 undergraduates and 6,000 graduate students.

UT Knoxville is a Carnegie I research institution. The faculty includes nationally and UT Knoxville is a Carnegie I research institution. The taculty includes nationally and internationally recognized scholars in a number of areas. Faculty research grants and contracts for 1990-91 exceeded \$53,000,000. Specially funded centers involving partnerships with industry and government, especially nearby Oak Ridge National Laboratory, lifteen \$1,000,000 endowed Chairs of Excellence, and a larger number of partially endowed professorships and other specially funded positions help support research.

The University is also among the nation's learning public institutions in alumni support Private gifts to UT Knoxville totaled over \$18,000,000 in 1990-91.

During the past decade the University has made substantial progress in attracting a well rualified undergraduate and graduate student body and in strengthening its faculty. UT, knoxylle seeks a leader who will nurture and build on these achievements. This leaders Knoxville seeks a leader who will nurture and build on these achievements. This leaders should have significant administrative experience in a complex, research-centered state university, an understanding of the mission of such an institution, and the ability to articulate that mission effectively to the University's many internal and external constituencies. The Chancellor of UT Knoxville should possess the academic credentials to quality as a tenured member of the faculty. The University is both symbol and place of opportunity for Tennesseans; therefore, the successful candidate must have a strong commitment to the spirit and objectives of affirmative action and a willingness to pursue these objectives with vigor. Additional criteria for the position are available upon request.

The Chancellor is elected by the Board of Trustees upon the recommendation of the President of The University of Tennessee System. Nominations and applications should be submitted to the chair of the Search Advisory Committee:

Dr. John W. Prados, Chair Chancellor Search Advisory Committee 800 Andy Holt Tower, The University of Tennesse Knoxville, TN 37996-0180 Phone: (615) 974-3211; Fax: (615) 974-3213

Applications and nominations of outstanding candidates, especially women and minorlties, are strongly encouraged. Screening of candidates will begin on April 1, 1992, and will continue until the position is filled.

PUBLIC DISCLOSURE: Documents related to this search are subject to inspection by citizens of Tennessee under the state's Public Records Act.

THE UNIVERSITY OF TENNESSEE IS AN EQUAL EMPLOYMENT OPPORTUNITY, AFFIRMATIVE ACTION, TITLE IX. SECTION 504 EMPLOYER

PRESIDENT

Eastern Illinois University

The Board of Governors of State Colleges and Universities invites applications and nominations for the position of Fresident of Eastern illinois University.

Eastern lilinois University is a reskiential institution located in Charleston, illinois and is one of five universities in a system governed by the Board of Governors. Eastern lilinois University offers baccalaureate and masters degrees in a variety of programs. The Fall 1991 hend-count enrollment of Eastern Illinois University exceeds 11,000. The President is the chief executive officer of the University and is accountable to the Chancellor and through the Chancellor to the Board for the performance of his or her duties.

Candidates should hold an earned doctorate from an accredited insilution and should have the experience and ability required to provide effective leadership for Eastern Illinois University. Salary is competitive and appointment is expected to be made by Fall, 1992. To be assured full consideration, nominations and applications accompanied by a current vita should be received by March 16, 1992. Nominations and applications should be sent to:

Dr. Thomas D. Layzell Chancellor Chancellor
Chancellor
Board of Governors of State Colleges and Universities
200 Hillion Plaza
700 East Adams Street
Springfield, Illinois 62701-1601

The Board of Governors is an Expual Opportunity, Affirmative Action

involving Michigan State University, the University of Michigan, and Howard University of Michigan, and Howard University responsible for publication of a bi-monal "newletter" on current Center restricting community, oversight of a broad technology transfer products and development of passage in Bodings into stable tearchers, see surject with university restricts and ended to the position will university restricts and ended to the position will university restricts and ended to the position will university restricts and ended to the position will be located at discovery the production of the position will be located at discovery to the Associate Director of the April 30, 1993, will east and continuent can (1377) 134-1682 to necesse an applicance of the position of the position of the position of the position of the position will be accepted until the position in the position of the

Theatre: Assistant Professor, tenure-track, to teach Directors, Dramitic Literature and coursely from secondary ability (Action, Playering, or Theory/Antonian) Direct productions, supervise MFA theses, Qualifications, MFA in Directors or Pro. Two years' university teachant enrerience, Sunform and varied durettes enrerience. Experience and interest in directing Film or TV productions in Departmental season will enhance candidary. Send letter of application, resumbly unreality wise, letters of reference or recumentation and evidence of directing experience to: Phil Kardence of the production of the pr

Russ University invites applications or nominations for the position of Dean of its School of Medicine at its campus in the West Indies.

RESPONSIBILITIES: The Dean, who requisits directly to the President of the University, has responsibility for and authority over all aspects of the School's basic School as the School's basic School as a second and administration. Experience as a dram or associate dean preferable.]

SALARY AND BENEFITS: Negotiable. Salary will be free of incume tax. (No redecal, State, or Local U.S. income taxes, no Dominican income tax.)

APPLICATION PROCEDURE: Send letter of application accompanied by C.V. and names, addresses and telephone numbers of references to:

Dr. Robert Ross Ross University School of Medicine 460 West 34th Street, 12th Floor New York, NY 10001

nell, Cheir, Directing Search Committee, Department of Drams and Communica-tions, University of New Orleans, New Or-leans, Louisiana 70148, Applications post-marked by March 14 will receive full con-sideration. AA/EOE.

Theatre/Dance: Chair, Department of Dra-mu/Dance. The University of Montana (rending funding), directs conficular develfreending funding), directs corricular devaluament, budget and personnel mathers: via-orious leadership in recruitment, fund rais-ing, marketing, community relations and outreach, strong experitive in a perform-ance or production area of linearre or dance: some teaching in that area. Drama/ Dance is part of the School of Fine Aris and dance: some teaching in mis great. Name Dance is part of the School of Fine Arts and offers BA. HFA. MA, and MFA degrees. Renk and sulary commensurate with qualifications and experience. Tenure track. September 1992. MFA. Ph. D. or DFA preferred: may consider MA plus extensive professional experience. Must receive by April 1. 1992: telter of application and resume or vita; three recent letters of recommendation, including use from a supervisor: an official transcript for the terminal degree help by the applicant. Seed to Christine Milotragovich. Chair, Search Committee, School of Fine Arts. The University of Montraga. Missoula, Montana 49812. AA/EOEWMA.

EGE/WMA.

Theatrespeech: Generatist. Assistant or associate professor, tenure-track, to teach a variety of classes three courses/semesters, including stagecraft, dealem, liabrium, performance, and speech. Other dutles: production, technical support and asalisance, and supersymm of main and little theatres. Sharing date: August 27, 1992. Qualifications: Ma in Theatre. Speech. Rheitont: or other appropriate discipline required: MFA or Ph.D., successful college-level threcting and teaching experience (including speech) preferred. Salary and benefits competitive. Sand letter of application addressing qualifications, while,

he nomince's curriculum vitae. Applications and nominations should be sent to:



The Honorable Stanley Pink, Chairperson Brooklyn College Presidential Search Committee The City University of New York 535 East 80th Street (Room 110)

For additional information, please call Dr. Brenda Spatt, Associate Dean for Executive Search and Evaluation, at (212)794-5740; Fax (212)794-5586. All inquiries, nominations, and applications will be held in strictest confidence.

bers of four references to John P. Frazes.
Adams State College, Alamosa, Culorado
8102; (7)9) 389-7771. Applications received after Murch 21, 1992 may not be
considered. AA/EOB.

post-accordary education. Director montors and supervises all activities, vatril, and
budget, to ensure program objectives are
met. Required: Muster's degree in Counnelling, Education, or related area, two
years administrative expetience in clustition, five years' expetience winking with
disadvantaged turni youth, excellent interpersonal and communication shifts, denonstrated ability to function as terms member,
and substantial grant-writing experience.
Preferred: Doctorate in related area, lead
administrative experience in calcustion,
and experience and evidential and program evaluation. Position is fulltime. Annual salary \$32,763 for the 12month grant period which each August 31,
plus benefits package afforded University
of Maryland System employées. Combinuation confugeral troop funding of new threeyear grant, currently under consultration
by U.S. Department of Education. Passition
by U.S. Department of Education. Passition
svaliable about April 14. Send letter of interest, resond, and tomes addresses and
letophone numbers of three references, Rulletter than March 13, kg. Ms. Ruberto 1.
Chamberlin, Associate Director of Personnel Services. Frostburg State University.
Frostburg, Maryland 21322, AARONE.

Veath Studies/Social Works School of Su-

trane-month in the area of Youth Studies. Appointment begins September 16, 1992. Duties: teach a minimum of two-three classes per year. Coordinate Youth Studies undergraduate program. Arrunge and supervise undergraduate itied placements. Develop research plan in youth studies. Participate in School of Social Work committees. Advise Youth Studies. MSW. Ph.D. students. Commettive salary. Requirements: Doctorate in field related to youth studies and social work. Record of research and publication. Experience in college-level teaching, community-based research. Committelly outrench experience preferred. It apply: Send letter of application. Commentation and introduced in the conference of the committee. Instrument curriculum vitice, and three reference letters tuther supporting materials will be accepted? Professor Helen Kivnick, Search Committee Chaft; Schaol of Sucial Work, 400 Ford Hall; University of Minarcayolis. Minaesuta 55455. Departime: Youth Studies/Social Works School of Su-cial Work, University of Minoesotta, Min-nearbills, Tenure-track ossistant professor

Zoology: Vertrioute Physiologist, Assistant Professor of Zeology, Jermin track position Starting date 15 August 1902. Resident Starting date 15 August 1902. Resident Starting date 15 August 1903. Resident Professor, physiology rust distribution and for fencilities of specific physiology. Landled a product from fundamental professor of pulling days and pulling days and pulling days and pulling days and pulling days and pulling days and contention of the professor of the pulling days and independent and confessor of the days and independent days and independent days and independent days of resonance actions of days and independent days and independent days and independent days and independent days.

The City University of New York, the nation's leading urban university, is a multi-campus, multi-chinic, publicly-funded system, comprising nine senior colleges, seven community colleges, one technical college, a graduate school, a law school, a school of biomedical education, and an affiliated medical school. More than 200,000 students are enrolled in academic programs, anging from the associate to the doctoral degree, offered at campuses located throughout the

Brooklyn College, a public institution founded in 1930, is the third largest senior college in the CUNY system. The College's curriculum is defined by its commitment to quality in the liberal arts tradition. As a comprehensive institution, Brooklyn College actively advances preprofessional and professional baccalaureate programs, graduate education, and faculty research, offering more than 125 undergraduate and graduate programs lending to baccalaureate and master's degrees in the arts, fine arts, music, and sciences. The College's general education requirement is defined by its nationally acciaimed Core Curriculum. The College, which has a full-time faculty of almost 600, entrolls approximately 16 000 students. The undergraduate and requirement is defined by its nationally acclaimed Core Curriculum. The College, which has a full-time faculty of almost 600, enrolls approximately 16,000 students. The undergraduate and graduate student body, reflecting the cultural and ethnic pluralism of New York City, is approximately 21% black, 10% Hispanic, 10% Asian-American, and 58% white, Almost 92% are under 22 when they enroll as freshman; 61% are women; and many are newly-arrived immigrants or the first in their families to attend college. Brooklyn College graduates have consistently achieved high scores on standard external measures of academic performance. In 1991, Brooklyn College students received a Rhodes Scholarship and a Marshall Scholarship. The College's current annual budget is \$72.7 million, funded through New York State tax-levy appropriations and student tuition. The thirteen buildings of Brooklyn College occupy a twenty-six acre campus in the residential Midwood section of Brooklyn.

PRESIDENT

Brooklyn College

The City University of New York

wite nominations and applications for the position of President of Brooklyn College.

The Board of Trustees of The City University of New York and the Presidential Search Committee

The President serves as the chief academic and administrative officer of the institution. Leading candidates will typically have:

A demonstrated commitment to access and excellence and to urban, public higher education in a multi-cultural, multi-ethnic city

A strong belief in the importance of undergraduate liberal arts education and a commitmer to graduate education Ability to communicate to diverse constituencies, to coordinate the activities of a complex

organization, and to provide leadership in an environment of shared governance so as to foster excellence in teaching, learning, and scholarly/creative endeavor

An earned doctorate, university-level teaching experience, and a substantial record of scholarly

achievement and/or professional distinction Experience in the senior-level academic administration of an institution of higher education and commensurate administrative achievements

A commitment to enhance the quality of student life and strengthen the delivery of services

The ability to represent the institution to its outside constituencies, including the community, alumnt, the business community, and legislative and other governmental bodies.

The ability to handle the complexities of public funding and the commitment and capacity to

secure additional resources A demonstrated commitment to equal employment opportunity, affirmative action, and the

promotion of cultural pluralism • An understanding of the role of a unit within a multi-campus system in which the President serves under the general direction of the Chancellor according to policy set by the Board of Trustees

The position is available on September 1, 1992. The compensation package includes a salary of \$116,000 per annum and other benefits. The review of applications will begin on March 31st; therefore, applications and nominations are especially encouraged prior to that date. Applicants should send (1) a letter expressing their interest in the position, (2) their curriculum vitae, and (3) the names of five references (references will not be contacted without the applicant's prior permission). Nominators should send a letter of nomination and, if possible,

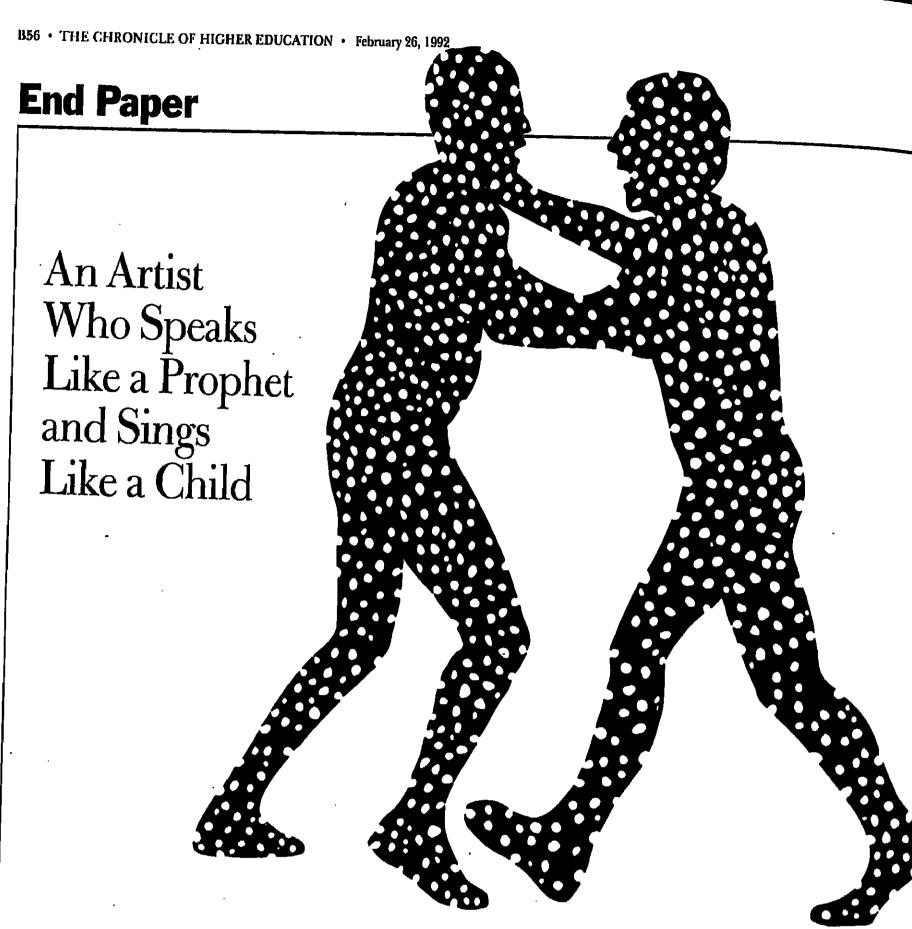


New York, NY 10021

The City University of New York, an Equal Opportunity/Affirmative Action Employer with a strong commitment to racial, cultural, and ethnic diversity, actively seeks and encourages nominations and applications from men and women of all races and ethnic backgrounds.

PRESIDENT

The lowe Peace Institute invites applications for President, It'l was caused in 1986 to promote conflict mgmt., global cd., intt. dev. & world trade. If t contributes to IA, nati. & intt. pence through ed., training & into services. The Pres. Is C.E.O., reporting to the PT Board. Cand must possess: passion for peace of justice, vision, proven leadership & admin abilities, proven fund raising, high level of interpressional skills, fearn player abilities, excint, comm. skills, integrity beyond reproach & at least 10 yrs, succ. exp. in mapng. & directing work providing approp. bisput, for IPI. Salary range: \$60,000-\$70,000 + benefits, commensurate with exp. Please reply to Francis & Associates, 6023 Vista Drive. West Des Moines, IA 50265; (515) 221-9800. Attn. Kny or Dwaine Francis, Managing Part-



ONATHAN BOROFSKY is shameless; that must be said. He makes a music video entitled "The Word of God" and has his voice laid over an image of himself falling through space. He makes a sound and light sculpture entitled "Heart Light," which throbs to the beat of his own heart and fills the gallery space with a pulsating red light, as if we were walking within the artist himself, travelling through his circulatory system as we move about the gallery past the printed words of his own dreams painted on the walls, past the images of himself astride the earth with arms outstretched declaring "Art Is For The Spirit," past the color prints of Persian script intoning "All Is One, All Is One," and beneath a set of numbers suspended in the space above us, reminding us of the infinite march of time of which we are but a momentary witness, a small player in the eternal mystery of the spirit at play in the artist's imagination.

How does he avoid the charge of egotism that could so easily be levelled against him? How is there room in his prints and multiples for you and me and our needs and ambitions? How can we believe the

artist who says: "I see myself as partly every person and vice versa. Therefore no matter how personal I get about myself, my work is going to have meaning for somebody else. It has archetype; relevance."? We believe Borofsky because he is so sincere, so apparently innocent of more selfish motives. He is, we are tempted to say, the William Blake of his time: a poet of innocence and experience in an age of violent materialism.

And we want to believe him. We want, despite the mounting evidence to the contrary, to believe that "Art Is For The Spirit" and "All Is One, All Is One." And we want not to be embarrassed by these beliefs. We want not to be ashamed of our desire for the spiritual, and for an art that declares as much so simply and without shame, For we live in a time that discourages naiveté, that argues instead for material gain at the expense of our own well-being, and for the accumulation of political power at the expense of personal freedom and communal justice.

Two hundred years later, we still yearn for an artist who, like Blake, can claim: "The Fool shall not enter into Heaven. Those who are cast out are

All Those who, having no Passions of their own because No Intellect, Have spent their lives in Curbing & Governing other People's by the Various arts of Poverty & Crucky of all kinds." We want, in other words, an artist who speaks like a prophet and sings like a child. And that artist in the latetwentieth century America is Jonathan Borofsky.

"Subject(s): Prints and Multiples by Jonathan Borofsky, 1982-1991," an exhibition of 50 works, will be on view at the Hood Museum of Art at Dari College through March 15. The exhibition then travels to the High Museum of Art, Atlanta (April 27-June 19): the J. B. Speed Museum of Art, Louisville, Ky. (July 19-September 13); the Buyly Art Museum at the University of Virginia, Charlottesville, Va. (October &-November 29); the University of Arizona Museum of Art. Tucson, Ariz. (December 18-February 21, 1993): and other venues through 1994.

The text above is by James Cano, carator of the exhibition and director of the Harvard University Att Museums. It is excerpted from the exhibition catalogue. published by the Hood Museum of Art.

corporation that helps evaluate grant proposals for the program. Mr. Baker says the program suf-

fered because it had not been in place long enough to show success. "We really didn't have much in the way of results to look at," he says. One thing that helped was the program's statistics on how state and were used to leverage private support. The \$35-million in grants rought in \$100-million in federal and private funds, he says.

When Governor Edgar proposes his 1992-93 budget in April, he is expected to also propose changes in the program so that future grants are awarded to rescarch that shows romise of leading quickly to com-

Near-Term Emphasis'

Governor Edgar is looking for "a hearsterm emphasis on jobs." says Mr. Baker. He wants to see the kind of projects where there's a result you can measure in a year or wo, not five, Mr. Baker says.

Judith S. Liebman, vice-chancellor for research at the University of Illinois at Urbana–Champaign, says a new focus on industry's needs "is not a bad idea." ven if it means less of a "windfall" for institutions.

Ms. Liebman says she undertands the motivation, "I think it's ion expression of the real need to get an economic upturn in the state as soon as possible."

Roger W. Elliott, assistant comssioner for rescarch, planning,

in today's economic

limate, "any program

hat does not have

nuch effect on a

tate economy is

oing to be vulnerable."

nd finance at the Texas Higher ducation Coordinating Board. ays many of the states' researchriented programs are suffering betause the payoffs are too distant. and the programs lack techniques to measure their effectiveness in the short term. They also have deended too heavily on support from the governors who created them, he says.

"The state programs have turned to evaluation a little too ate," says Mr. Elliott, who overstate's two highly regarded research programs. "Now harder questions are being asked in an inspitable environment."

Mr. Elliott credits Texas's use of espected outside evaluators such as Craig Fields, the former director of the Defense Advanced Projects Agency-for providing sustained credibility to Is two programs. Financing for the Alon to \$59.6-million—but Mr. Ellion says the cut was far less than those for other kinds of research. It continues to enjoy a good deal legislative support."

Good statistics also helped the Kansas Technology Enterprise Corporation fight off a "frontal at-Pinney in 1991 on its \$7.8-million in

state financing, says Charles Warren, the president of an affiliated organization, Kansas Inc. "They've got great numbers. They've tracked their performance," he says.

Better Accounting Sought

This year in Nebraska, some lawmakers are pushing a bill that would require the state Board of Regents to give a better accounting of how the state's \$24-million "research initiative," which began in 1987, has been used to promote economic development.

Dan Pilcher, a specialist on economic development with the National Conference of State Legislatures, says that in today's economic climate, "any program that does not have much effect on a state economy is going to be vulnera-

Mr. Pilcher says that scrutiny may not be all bad, because it has also prompted several states to change their economic-development strategies. The research-oriented programs were "not having a transforming effect on state economics." he says.

The new approach is typified by Pennsylvania, which is now putting \$10-million into a program that provides small businesses with technical assistance and business advice, but does not support university research. Similar programs have been started in Massachusetts and Oregon, and one has been proposed in Kentucky this year.

The idea, says Mr. Pilcher, is for the sectors of industry to work together to identify common issues and needs, and then find resources

In many cases, Mr. Pilcher says, what companies really need is not high-technology research, but assistance in improving their manufacturing processes or retraining their workers. This is especially true for small and medium-sized businesses. In recessionary times. states typically look first to small businesses to help fuel a turn-

Stuart Rosenfeld, director of the Southern Technology Council. which promotes research in the South, says he sees promise in the new approach, but also pitfalls.

"We had unrealistic expectations" about the potential impact of the research programs, he says. But the new programs could create their own set of unrealistic expectations, he says, because it is even harder to measure improvements in productivity or "innovation" than to assess the impact of hightechnology research programs. Also, he says, few states are incorporating measurement criteria into the new programs.

While universities may not benefit as much from the new-style programs, some economic-development officials say higher education has no grounds to gripe, because it Programs was cut slightly in the did benefit from years of support. 1991-93 biennium—from \$61.8-milgot about \$3-million a year in additional public and private research funds between 1984 and 1991 through the Ben Franklin Center. says Mark S. Lang, the center's executive director.

· Without the program, says Mr. Lang. that money "would never lack" from Democratic Gov. Joan have been sent directly to the university."

Academic Programs Created by States in 1980's Face Elimination as Lawmakers Comb Budgets

By MARY CRYSTAL CAGE

Special academic programs are particularly vulnerable this year as governors and legislators comb state budgets searching for programs that can be climinated or scaled back.

The initial reason for estab lishing the programs—known in many states as "centers of excellence"-was to stimulate economic development. But legislators also approved financing for centers in the humanities and for programs to address issues such as the quality of teaching in public schools and undergraduate classrooms.

As the recession hampered the ability of states to provide basic operating funds for higher education, lawmakers shifted their focus from creating special programs for higher education to evaluating and eliminating them. That shift in political priorities is forcing higher-education officials to develop strategies to forestall state cuts and to obtain grants from the federal government and foundations i the special programs are to con-

Says Martin J. Finkelstein. director of the New Jersey Institute for Collegiate Teaching and Learning: "One of the difficulcracks. We're small in the context of the \$16-billion state

No Extra Money

Seton Hall University was awarded \$375,000 in 1989 by the New Jersey, Department of Higher Education to establish the institute, which provides colleges with the latest research on how to improve undergraduate instruction.

Since then, the state has provided no money for the institute. The New Jersey Departvided some financing by reallocating money that was not needed by other state-supported programs. But this year it

any extra money to reallocate. Says Martin S. Friedman, director of the Office of Special and Interagency Programs for the New Jersey Department of port for the program at this point in time is seriously in jeop-

As state support has become officials at the institute "have had to spend a lot of their time trying to raise money."

"They've actually cut back in their programs for faculty so they could spend time raising money so they can work with faculty," he adds.

Furthermore, the institute is now charging a fee for work-



Martin J. Finkelstein: "One of the difficulties a program like ours faces is that we could fall through the cracks.

have done is to take a slightly different angle. We've become more focused and more stratethat we could full through the gic. We've had to ask ourselves, tor of the Commonwealth Cen-What are the services most needed by the colleges in New

> Similarly, efforts to enhance academic programs by establishing endowed chairs, providing additional money for recruiting or retaining key faculty members, and developing research centers have been scaled back or eliminated in several other states, including Ala-

bama, Connecticut, and Ohio. Even in states such as Virginwhere higher-education officials expected to lose public financing for their centers, the size of the cuts and the short timetable for eliminating state financing has been a concern.

Gordon K. Davies, director of the State Council of Higher Education. Virginia's highereducation coordinating board. urged legislators to establish research centers in 1988.

In the final plun, the state Higher Education: "State sup- agreed to finance the centers for five years. Then they were supposed to become self-sustaining. He explains: "We wanted to create an incentive for them less secure. Mr. Friedman says. to be aggressive in seeking out-

'Devastating' Decision

Higher-education officials were not prepared when Gov. L. Douglas Wilder declared that it was time for the centers to be weaned from state support and become self-sustaining.

The centers receive most of shops and seminars. Mr. Fin- their financing from the state. keistein says: "Our mission has Under the Governor's budget been to serve as a resource. We proposal, financing for the censtill serve that role. But what we ters would be reduced by 30 per

-cal vear 1994

ers at the University of Virginia, says his program's budget has since its inception in 1988. Although the center has generated some external support, the Governor's proposal is "a devustating cut." A 30-per-cent reduction means that the program tions, Mr. McNergney says: "It eats away at the core of the pro-

Melvyn D. Schiavelli, provost of the College of William and Mary, says recent budget cuts have forced his institution to reduce activities at its Commonwealth Center for the Study of American Culture.

'We've had to cut back on senior visiting fellows. There's a publication program that goes along with the commonwealth center, and that has slowed down considerably," he says.

Support for Basic Programs

John T. Casteen, III, president of the University of Virginia, says "the best course over the long haul" will be for highereducation to concentrate on improving state support of basic programs and to concentrate on obtaining federal and private grants to support special efforts, particularly in science and technology.

Mr. Casteen says that university officials who manage the special programs should "treat the state money like soft money, because in difficult economic times, the special initiatives go first."

Debate began in the Senate

Rep. Claiborne Pell, Democrat of Rhode Island and chief sponsor of the bill, cut the provision in an effort to attract enough votes to pass the bill. The measure had been popular with college officials because it would have made Pell Grants an "entitlement" in fiscal 1997

That designation would have ended the annual uncertainty over the size of grants by requiring Congress to provide full finuncing for the program. Opponents argued that the provision would be irresponsible at a time of massive budget deficits.

Senator Pell also agreed to othprograms to help historically black colleges improve their facilities and help all institutions pay get another crop," he said. for telecommunications equip-

were to be considered during the Senate debate.

Separate legislation to reauthorize higher-education programs is pending in the House of Representatives.

-THOMAS J. Di.LOUGHRY

Members of a House of Representatives spending panel last week criticized the Education Department for proposing cuts in student aid and for raising questions about the legality of race-based scholar-

Rep. Neal Smith, Democrat of lowa, asked Secretary Lamar Alexander at a hearing to justify his request to eliminate the \$141-million federal contribution to the Perkins Student Loan program. Mr. Alexander said that the funds would be shifted to pay for larger Pell Grants and that the loan program would continue to be fiWASHINGTON UPDATE

■ Peil 'entitlement' out as Senate begins higher-education debate

■ Administration criticized in Congress for seeking student-aid cut

■ High-performance computing gets priority in NSF plan for 1992

■ Wisconsin professor to head U.S. agency's social-science office

Humanities chief denies lack of commitment to challenge grants

■ House gets proposal to spend \$275-million on college facilities

nanced with money repaid by borrowers

"I thought the last Administration and this Administration were per cent. conservative banker types," Mr. Smith said. "It seems to be the opposite," he added. "You're big on giving the money away."

eral contribution was needed to programs. make up for reductions in the loan er amendments that would create fund caused by defaults and the ed to provide the following incost of loan subsidies. "If you lose your seed corn, you'll never

Rep. Louis Stokes, an Ohio Democrat, told Mr. Alexander Several other amendments that the questions the Education Department raised about minority scholarships and the firing of Robert K. Goodwin, the former director of a black-college initiative, cast doubt on the Administration's commitment to educating minority students. "There has to be a sense of urgency or crisis about our trying to educate these minorities." he said.

Secretary Alexander said the review of race-based scholarships was intended to provide college officials with answers to questions that they had mised about the legality of such grants. He suggested that Mr. Stokes speak with Carolynn Reid-Wallace. Assistant Secretary for federal research money build

The National Science Foun-

will provide about \$1.34-bil- son, has been named the first

The appropriations law for the agency left it to the foundation to money should go to individual re-Mr. Smith charged that the fed-search areas and some education

This year the agency has decidcreases for its research offices: more than 11 per cent for computer and information science and engineering, more than 10 per cent for the mathematical and physical sciences, nearly 10 per cent for geosciences, nearly 9 per cent for engineering, more than 8 per cent for the social, behavioral, and economic sciences, and about 7 per cent for the biological sciences.

Walter E. Massey, the foundagress, said he had chosen to place such as high-performance computing and communications, global change, and the creation of new materials.

The agency has also decided to

Cora Bagley Marrett, a professor of sociology and Afrodation has finished its operat- American studies at the Uni-

lion for individual research- assistant director for the soers, an increase of about 9.5 cial, behavioral, and economic sciences at the NSF.

The agency created a major new office for those sciences in work out the details of how much October. Before that, they were under an office that included the biological sciences, which accounted for the bulk of that office's budget.

Social scientists' immediate re- and the chairman of the House action to the news of Ms. Mar- appropriations subcommittee rett's selection was enthusiastic. with jurisdiction over the endow-In a statement, Howard J. Silver, ment. She said she had told him executive director of the Consor- that Congress was using the Chaltium of Social Science Associa- lenge Grant Program as a "cash tions, praised her selection as "a cow." wise choice."

Ms. Marrett chaired the board of the Social Science Research Council in 1991. She was a member of the Board of Governors for Argonne National Laboratory from 1983 to 1990. For most of tion's director, in a letter to Con-that time, Walter E. Massey, the NSF's director, was vice-presispecial emphasis in some areas. dent for research and for Argonne

The chairman of the Nationhave its education office manage al Endowment for the Humanits program to help states that re- ities, Lynne V. Chency, told ceive a relatively small share of members of her advisory postsecondary education, for an their capacity to compete for that the NEH is not committed explanation of why Mr. Goodwin such support. - COLLEEN CORDES to its Challenge Grant Program are "misinformation,"

The program provides general support, which must be matched by private gifts, for universities ing plan for fiscal 1992, which versity of Wisconsin at Madi- 1992, the program has a budget of \$12.4 million, an 18-per-cent de crease from fiscal 1991. As a nsult of the cuts, the NEH awarded 27 Challenge Grants this year, 10 fewer than the year before.

Some humanities scholars blame the budget cuts on staff changes made last summer at the endowment, which moved a three of the program officers of the Challenge Grants Office to other divisions of the endowment. The reorganization, they said, sent a signal to Congress that the program was held in disfavor at the endowment and therefore could be reduced.

"Somehow the impression was left that we loved the Challenge Grants less," Mrs. Chency said. "That's not true. It was Congress and not the Administration that made the cuts to the program."

A powerful member of Con-

gress has introduced a bill that

\$275-million to build and ren-

ovate classroom and research

facilities at colleges and un-

versities. That provision is part

of a much larger emergency

measure aimed at relieving the

Rep. Jamie L. Whitten, the

Mississippi Democrat who chairs

the House Appropriations Com-

mittee, introduced the proposal.

which specifies that the money

for facilities be awarded on a

The bill originally called for

\$200-million for that purpose. But

an aide to the committee said that

leaders of the panel had instruct

ed the staff to draft amendments

raising that amount to \$275-mil-

lion. The total cost of the bill

would be \$15.5-billion. -- c.c.

economic recession.

competitive basis.

would provide as much as

board is taxable," Ms. Ellis said. Mrs. Chency said she had pro Marianna C. Pierce, a lawyer for tested the cuts to Rep. Sidney R. Harvard, said the IRS had never Yates. Democrat from Illinois formally told the university the purpose of the investigation. But she said that, based on informal discussions with federal officials, it appeared that the IRS wanted to make sure that students had paid appropriate taxes and that the university had reported to the IRS the non-scholarship income it had pro-

> vided to students. Ms. Pierce said that the university was confident that it had met its legal requirements, but that it could not be sure that students were meeting their tax obligations. In most cases, scholarships are tax-free if they are provided to pay for tuition, fees, books, and equipment required for classes.

Government & Politics

on Scholarships

Continued From Page A1

Tough IRS Stance

Feared by Colleges

nationwide program of checking on

the compliance of colleges and stu-

dents with tax laws. As a first step

of a major compliance program,

checks on the compliance of a se-

lected group of taxpayers, she said.

She added that IRS officials be-

lieved students might not under-

stand their tax obligations. "What

that when they receive a scholar-

ship, the amount for room and

Purpose Not Formally Stated

Other scholarships are taxable, but, in many cases, students who receive them may still have total incomes that are so low that little or no money is owed to the government. Students may be more likely to owe money if they receive scholarships from institutions that pro-

vide aid based on merit, not finantively wealthy students may receive large grants.

Sheldon E. Steinbach, general counsel for the American Council on Education, said he suspected hat many students did not understand their tax obligations. The inquiry at Harvard, he said, indicates that the IRS is likely to try to determine how many students aren't

however, the IRS sometimes paying the money they owe. He said that actions against college students were in keeping with a general push at the IRS to try to capture as much tax money as possible. "As the trs gets more sophisticated in its computer capacity, it will be watching over all of us on many items," he said. a lot of students may not know is

'Not in Compliance'

College officials said they were particularly worried about tougher IRS enforcement on international students. In most cases, colleges must withhold 14 per cent of the scholarship money awarded to such students and provide the funds to the government. International students are much more likely to owe taxes on all parts of the scholarships they receive because they are not eligible for the standard deduction or most of the additional income-tax breaks available to American citizens.

Bertrand M. Harding, Jr., a Washington lawyer who advises academic groups about laws affecting international students, said he believed many colleges "are not in compliance" with tax laws because they treat scholarships provided to American and foreign students in the same way.

Added Mr. Harding: "If this is the precursor of additional enforcement activities by the IRS, colleges need to get their reporting procedures in shape and in conforgrants will have a "significant negative effect" on research. mance with the law."

cial need, since in those cases, relatively wealthy students may be all the control of the contr

Continued From Page A23 versities, but it is often done on a smaller scale."

The dispute over federal instrumentation grants is the first of many that are likely to erupt over for use by three or more NIH grant the way the NIH divides its shrink-recipients. ing supply of money to support the research infrastructure.

are the Biomedical Research Support Grant Program and the Shared Instrument Grant Program.

The latter program provides large pieces of research equipment Both will soon be scaled back

significantly, says Robert A. Whit-Two other programs that saw ney, director of the National Censharply reduced budgets this year ter for Research Resources.

eligible for the grant will be reduced to 106 from 640. There will be a competitive application among last year's pool of grantees to determine the 106 institutions that will receive the grants this year, and "these institutions will be divided between the lower third, middle third, and upper third of the NIH grant recipients" from last year, Mr. Whitney says. The Shared Instrumentation Grant Program was reduced by 73 'A small amount of money

for the acquisition of

While the Biomedical Research

Support Grant Program received

\$45-million in 1990 and \$22-million

in 1991, it was allotted only \$5.2-

million for fiscal 1992. As a result,

the number of institutions that are

small instrumentation

has a greater impact on a small research institution

than on a larger one."

per cent in this year's budget. While the NIH was able to make more than 30 shared-instrument grants last year, it will award only cight this year.

Higher-education lobbyists are worried about the cumulative effect of the cuts to all of the programs. Says David B. Moore, assistant director of governmental reintions at the Association of American Medical Colleges: "The NIH is forced to cut off three programs that institutions have found essential to conducting scientific inquiry. It is obviously not a healthy situation for the research enterorise."

Status of Federal Legislation

s of 8 p.m. February	y 20, 1992. Bold type indicates changes since November 7, 1991.	
LEGISLATION	MAJOR PROVISIONS	STATUS
opyright 1035	SENATE BILL: Would change federal copyright law to make it easier for actiolars to quote from unpublished documents.	SENATE: Passed September 27, 19 S Rep 102-141

S 1035	SENATE BILL: Would change federal copyright law to make it easier for scromes to quote from unpublished documents.	September 27, 1991 S Rep 102-141
Job training HR 3033	HOUSE BILL: Would alter the Job Training Partnership Act by providing more money for education and job training for people who are the most disadvantaged. Would link job-training programs supported under the sot to state and jederal efforts to reform the welfare system.	HOUSE: Passed October 9, 1991 H Rep 102-240
Netional Institutes of Health HR 2507	BOTH SILLS: Would reauthorize the National Institutor of Health. Would lift a ben imposed by the Administration on federal support for research imposing the transplantation of fetal tisque. Would authorize additional spending on health problems affecting women. Would coulty a requirement that clinical trials using littly funds module women as subjects unless researchers can present composing scientific reasons for excluding them. HOUSE BILL: Would place new limits on the morey universities bould receive for the overbead costs associated with federal research.	HOUSE: Passed July 25, 1991 H Rep 102-136 SENATE: Approved by committee February 5, 1992
National Science Foundation HR 2282	HOUSE BILL: Would amend the 1988 law that authorized the National Science Foundation for five years by raising the foundation's budget calling for fiscal 1992 to the President's recommended level of \$2,721. billion. The amendments would also allow up to \$40-million to continue the program to respect research facilities and up to \$33.5-million to start a new program for research equipment.	HOUSE: Passed July 11, 1991 H Rep 102-131
Research facilities 8 544	SENGTE BILL: Would make it a federal orims to vandalize facilities used for research on animals or to remove animals from such facilities.	SENATE: Passed October 16, 1991 S Rep 102-141

HOUSE BILL: Would resultivoize the Hugher Education Act for five years. Would House: Approved triplate Statford Student Loans, which are provided by banks and subsidized by HR 3553, 8 1150 the sovernment, with a direct-lean program in which students would berrow october 23, 1991 government, funds from colleges. Would establish new maximum size for Pall government, funds from colleges. Would establish new maximum size for Pall SENATE: On Senate floor Grants, in 1994-95, of \$2,750 plus one quarter of taillonings from calculations rebrusty 20, 1892 of wealth used to detainmine aid slightlifty.

SENATERIAL Mound reductionize the Higher Education Act for seven years. Would negative the Higher Education Act for seven years or freehouse must septembers. \$5,800 for other undergreductes, and \$9,000 for graduals equipments. While establish a new manufacture table for Pell Grants, of \$2,300 plus to the Pell Grants of \$2,300 plus to the Senater of Telephone (15,41,500 plus to 14,500 plus to 15,500 plus to 1

titlement to certain vocational-rehabilita-tion benefits to veterans with serviceconnected disabilities. By Represental Michel (R-III.) and seven others.

Chapel Hill's Garland Hershey: The loss of the instrumentation

Construction projects, s 2158 would require the Office of Management and Budget to monitor all federally financed construction projects and to report any that are behind schedule. By Senator Graham (D-Pla.).

New Bills in Congress

Senators (Washington 20510).

HOUSE OF REPRESENTATIVES

Copies of bills may be obtained from

Representatives (Washington 205 i5) or

Transportation research. HR 4136 would

B. S 2150 We option, phased out in 1986, of taking an income-tax deduction or a tax credit for interest paid on loans for higher education. By Senators Boren (D-Okla.) and

Congressional Hearings

Since changes frequently occur with little advance notice, it is advisable to check with committees on or near the hearing dates.

HOUSE OF REPRESENTATIVES

Space research. February 26-27. Hearings on reauthorization of the National Aero nautics and Space Administration, with focus on the space station and space-science programs. Contact: House Science, Space, and Technology Subcommittee on Space; (202) 225-7858.

Technical education. February 26, Draft-

al Community College Technical Act, which would authorize linancing through the National Science Foundation for technology education at community colleges. Contact: House Science. Space, and Technology Subcommittee on Science. 2007, 272-1060.

and Technology Subcommittee on Science; (202) 225-1060.
Technology transfer. February 26. Hearing on the Small Business Innovation and Research Program. Contact: House Science, Space, and Technology Subcommittee. on Technology and Competitive. mittee on Technology and Competitive-ness; (202) 225-8128.

authorize federal funds for research and design of rail cars for rapid-transit sys-tems. By Representative Dixon (D-Cal.) and eight others. Vaterans' benefits. HR 4150 would limit en-

WASHINGTON ALMANAC

Space research. February 26. Hearing on space research. February 26. Hearing on the National Aeronautics and Space Ad-ministration's earth-observing system. Contact: Senate Commerce, Science, and Transportation Subcommittee on Sci-ence, Technology, and Space; (202) 224-9360.

Space research. April 9. Hearing on the nautics and Space Administration. Contact: Senate Appropriations Subcommittee on Veterans' Affairs, Housing and Agencies; (202) 224-7231.

Washington People

Carol lannone, a professor in the Gallatin Division of New York University, has been appointed by President Bush to the Board of Trustees of the Woodrow Wilson of Trustees of the Woodrow Wilson International Center for Scholars.

Cora Bagiey Marrett, a professor of sociology at the University of Wisconsin at
Madison, has been appointed by National
Science Foundation Director Walter E.
Massey to be assistent director of the NSF
for the social behavioral and cransing for the social, behavioral, and economic

aciences.

Berald Riso, former associate director of the White House Office of Management and Budget, has been appointed by Caro-lynn Reid-Wallace. Assistant Secretary of Education for postsecondary education, to be Deputy Assistant Secretary for

Future of American Weapons Laboratories Stirs Big Policy Debate Continued From Page A23

proposal to a laboratory focusing Department of Energy panel that laboratories needed to "aggresof importance to U.S. industry. Sandia, meanwhile, would retain

its role as the main laboratory for ries. engineering the non-nuclear components of nucleur-weapons systems. Mr. Brown said it also sharing the national laboratories should also expand research prohave been moving away from a decomplex and make it more cost of the nucleur have been moving away from a decomplex and make it more cost of the nucleur have been moving away from a detems. Mr. Brown said. It also shaping the national laboratories would assume a primary role in debefore it proceeded with any special control of the control would assume a primary role in de
before it proceeded with any spe
courage nuclear proliferation," im
creasing the proportion of civilian

Last week, Secretary Watkins disagreed with the Congressman's proposals. Replying to Mr. Brown's letter, he argued that he had directed his agency to begin 'planning for a smaller and modernized weapons complex," but existed considerable uncertainty that concentrating nuclear-weapons research at one laboratory Soviet relations, such a view today do with the weapons laboratories would eliminate the valuable com- is insufficient and shortsighted." petition that now exists between Mr. Brown said in his letter. them. Instead, Mr. Watkins said. The Energy Department panel

thodical approach proposed by a dations. It argued that the weapons completed a study this month of sively change the objectives and missions of its 17 national laborato-

The panel recommended that the ring technology to U.S. industry. central task. Mr. Brown complained.

'Insufficient and Shortsighted'

seemed like a reasonable proposi-

how the agency should refocus the goals of their work" because of the tion now will be the wrong one." changing nature of the nuclear

prove the verification of arms-conamounted simply to deferring the trol agreements, and develop new center of excellence" for transfer- decision and "dodged" the panel's "strategics which can blunt the ceed in acquiring nuclear capabil-

"Although this may have the University of California's tion a year or two ago, when there phy and chairman of the panel, said that members of the committee had about the future direction of U.S.- struggled with the issue of what to and conceded that the rapid pace of world events argued against mak-

that the world is changing rapidly. so that a proposal such as George Brown's could end up being terribly counterproductive," he said. "It could be that the program that you recommend and set into mo-

More Civilian Research

research they conduct.

Tommy Ambrose, interim spethreat of rogue nations who suc-at the University of California, said has to be some competence out is the Los Alamos and Livermore the field," he said. "It's inconcei aboratories, which now devote able that we can maintain the number of th Edward A. Frieman, director of about half of their programs to civilian research, have been moving who are technically trained who Scripps Institution of Oceanogra- to broaden that role over the past decade as the result of declines in financing for nuclear-weapons research and efforts to conduct more of support for the nuclear-weap research that would help to improve the competitiveness of U.S.

the planned to follow a more medid make some specific recommentations; "It's quite clear inuclear labs were primarily weap- will be."

uns laboratories." he said. "I they still are the nation's nucki laboratories." Al Narath, president of Such

National Laboratories, said its had substantially diminished the nuclear-weapons threat to the pertise.

"As long as any weapons rema cial assistant for laboratory affairs in the U.S. nuclear arsenal, the understand the details of that tech nology."

"We all recognize that the leve program within the Department Energy will undoubtedly decline years to come," he said, "The only issue is what the rate of that declist

Kenneth M. King, the president of EDUCOM, said last week that he would leave his post by the end of the year.

By then, he said, he will have fulfilled his original commitment to the Board of Trustees to lead the organization for five years.

EDUCOM, a consortium of highereducation institutions and corporations involved with information technology, is developing a new long-term strategic plan, and Mr. King said it should have a new president to carry it out. Some members have been critical of the organization's leadership in recent years.

Mr. King said he was considering several possibilities for life after EDUCOM. Among them is a return to academe: He was vice-president for information technology at Cornell University before he joined the consortium.

"I've been in computing for 40 years," he said. "One possibility is to retire."

Education researchers at Michigan State University are developing a videotape to give schoolteachers new ideas for presenting mathematics in their classrooms.

The 25-minute presentation, which is being taped in several Michigan schools, will show experienced teachers making presentations, conducting experiments, and explaining mathematics to students.

Steve Kirsner, who is directing the video project, says teachers need to see concrete examples of different instructional strategies if they are to break away from traditional techniques. When they only read about strategies, teachers tend to continue doing what they have always done, he says.

The tape is being produced by Michigan State's National Center for Research on Teacher Learning.

For academics who want to explore the Internet, an undergraduate at Widener University has produced an electronic how-to book called "Zen and the Art of the Internet A Beginner's Guide,"

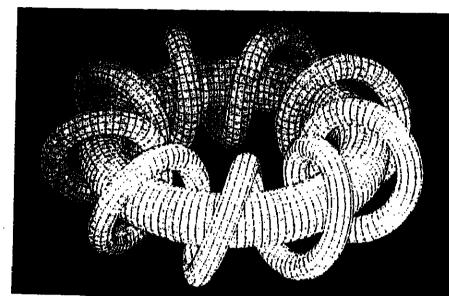
The book, by Brendan P. Kehoe, a computer-science major, introduces users to domain names, electronic mail, file-transfer protocol—called FTP—and other peculiarities of electronic networks.

While he wrote the book "for incoming freshmen who have no idea what is out there," says Mr.
Kehoe, the information should be useful to any network novice. He says the book took about a year to

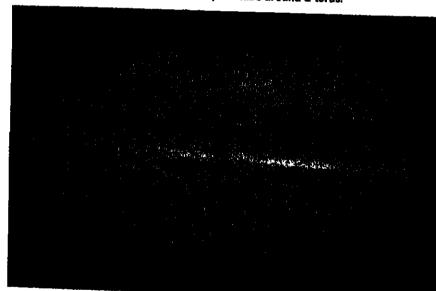
The book is available in electronic form using a network procedure called "anonymous Frr." For more information, contact Brendan P. Kehoe, Department of Computer Science, Wifether University, Chester, Pa. 19013; (215) 499-4528; BRENDAN@CS/WIDENER.EDU.

Information Technology

500 Sophisticated Workstations Help Freshmen Grasp the Intricacies of Calculus



Computer programs can generate images of complex equations, such as this three-dimensional representation of a spiral tube around a torus.



This computerized plot of a vibrating drum illustrates how software can help students visualize activity or motion they normally cannot see.

U. of Minnesota's Regents Approve Contract With Affiliated Supercomputing Center

The Board of Regents of the University of Minnesota has approved a \$32-million contract with the Minnesota Supercomputer Center, a quasi-public entity owned in part by the university. The agreement is the latest development in a long-running conflict over university spending on the center.

Under the contract, the university guarantees that it will purchase \$8-million worth of time on the center's supercomputers annually for the next four years.

Approval of the agreement was unanimous. It met with strong resistance from some people at the university, who argued that the institution, which has been forced to make budget cuts, was spending too

much money on supercomputer time.
Stephen E. Collins, a senior analyst and programmer with the university's computer and information services and the leader of the opposition, said the center had oper-

he University a \$32-million ta Supercomentity owned agreement is long-running taxed in total secrecy. He said it had maintained that the university paid low fees for computing time because the center's operations were largely supported by corporations. The center has refused to release figures to prove that assertion, he said.

Instead, Mr. Collins argued, the university may be subsidizing corporate use of the supercomputers, allowing the center to attract more business users with lower rates. "They're asking us to take all this on faith," he said.

Prices Called Trade Secrets

Representatives of the supercomputing center argued that specific prices were trade secrets, and that if any data were made public, the corporations would use them to obtain better rates, possibly forcing the university to pay higher rates in the future.

The university already spends about \$8-Continued on Page A30 Rensselaer strives to reduce manual number crunching

By DAVID L. WILSON

Many mathematics professors are baseball fans. It is not necessarily the game they like, however. It's the ball.

Because undergraduates studying calculus tend to get bogged down in crunching numbers and often miss the significance of calculus's complex equations, mathematics professors often ask students to plot the path of a baseball as a way of teaching students a rather esoteric subject. Using complex mathematical analyses, students study the way a baseball curves, stalls, or floats through the air after it is thrown.

But even a real-life application is not enough to capture the interest of most students, say critics of traditional methods of teaching calculus. To address the problem, Rensselaer Polytechnic Institute has installed 500 sophisticated computers around its campus and is requiring all of its more than 1,000 freshmen to take their required calculus courses with the aid of the machines.

Unusual Size and Scope

Many institutions are using computers in some calculus classes to perform the mind-numbing algebraic calculations that detract from making calculus understandable. A few institutions even require all students studying introductory calculus to do so with computer assistance in a laboratory.

Rensselaer's program is unusual because of its size, scope, and expense. Computers have been installed in dormitories, classrooms, and laboratories. The institution raised \$3-million to acquire and maintain the necessary hardware, and its requirement that all incoming freshmen take the calculus courses means that, eventually, every student who spends an academic career at Rensselaer will go through the program.

Rensselaer is using "Maple," one of several programs on the market that can perform symbolic calculation and numerical computation while offering users the ability to quickly plot graphs of equations on a computer screen.

Results in Seconds

"Maple" can be tapped through any of the 500 workstations, which look like typical desktop computers but are much faster and more powerful. All of the workstations—there are two types, made by IBM and by Sun Microsystems—are connected to the campus computer network.

During lectures, professors can call up "Maple" on a workstation in the classroom and, in seconds, use the program to
illustrate a point. The computer lets professors show students precisely how to
solve a particular equation—something
that's not always possible at a blackboard
within the allotted class time.

The results of an equation are displayed

on the workstation's screen and are relayed to a device, connected to the computer, that uses liquid crystals to duplicate what's on the computer screen. The special display unit is placed on an overhead projector, which splashes a blown-up version of the computer image on a large screen that everyone in the class can see.

In addition to lectures two or three times a week, students at Rensselaer must attend weekly laboratory sessions that last from 60 to 90 minutes.

The Rensselaer campus has six laboratories, with 30 machines each. Two laboratories are in the campus computing center, which is housed in what was once a church and where students type away beneath stained-glass windows.

Students use their time in the laboratories, where each one usually gets a workstation, to work through assignments and ask questions of professors and teaching assistants. In addition to the weekly laboratory assignments, which need not be completed during the assigned laboratory time, students must complete standard assignments with paper and pencil.

'Paper-and-Pencil Work'

The point of the program, says William E. Boyce, a mathematics professor, is to free students from the meaningless manipulations that have come to dominate the traditional calculus class. "At its best, the computer allows you to consider more-realistic problems," he says.

Says Joseph G. Ecker, a mathematics professor and head of the department: "The point here is not being able to grind out all these expressions yourself. It's to have enough knowledge about the problem to be able the tell the computer what you want it to do. In the past, students lost the forest for the trees."

Both Mr. Boyce and Mr. Ecker acknowledge that a heavy reliance on computers might lead to a lack of understanding of how the algebraic manipulation is actually done. "That's why we insist on a great deal of paper-and-pencil work," says Mr. Boyce.

Mr. Ecker says students must also pay altention because "Maple," like its competitors, sometimes makes mistakes. "The other day we did a problem, and 'Maple' gave a response that was simply incorrect, a negative number when it should have been positive," says Mr. Ecker. "It was a bug in the program." Such bugs are reported to the software company, which repairs the software.

"You have to have examples like that, because if the students believe everything that comes out of this machine, they'll start believing some things that are wrong," he says. "It's an important lesson to learn: Computers make mistakes."

For decades, Mr. Ecker says, college mathematics departments used calculus to weed out people. "It kept some very talented students from entering science and engineering, because the concepts of calculus—the reason you needed to know this stuff—didn't get into the students' heads," he says.

Rensselaer has been testing the use of computers in some calculus classes since 1988. After those tests yielded largely positive results, the institute decided, starting in 1991, to require all freshmen to take two semesters of calculus with the aid of a com-Continued on Page A31



Joseph G. Ecker, head of the mathematics department at Rensselaer Polytechnic Institute, says students using sophisticated software to study calculus need to learn that "computers make mistakes."

The Most **Important Part** of Your New Information System

Service

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Widespread Collaboration With Computer Centers Is Seen as Essential to the Library of the Future

access to all information from a port. "As the academic communi-"universal workstation" hooked ty grows in dependence upon elecup to an electronic network, says a tronic publications and electronic new report released here by the Re-bibliographic access, the interests search Libraries Group.

According to the report, "Preferred Futures for Libraries," creating the all-purpose workstation will require collaboration among librarians, faculty members, and computer-center staff membersgroups that have not traditionally worked together.

"The concept of the virtual library—a library that provides ac- and Library Studies, and Carol cess to electronic and print materi- Hughes, a lecturer there.

MOUNTAIN VIEW, CAL. als from many sources, both local and areas of expertise of the faculty, computing center, and research library become increasingly inter-

Challenging the Traditional

The report was written by Richard M. Dougherty, a professor of

Information technology has In the library of the future, facul- and remote-has achieved a wide- challenged the traditional, indegive well without the other."

The report summarizes the conclusions of 60 chief academic officers and library directors from 41 library science at the University of research universities who took part Michigan's School of Information in a series of day-long workshops last vear.

ty members and students will have spread popularity," says the re-pendent roles of libraries and comouter centers on campuses, the authors say. "The library and the computing center, with different organizational histories, different staff expertise, and different funding structures, now find themselves charged with providing information support that neither can

The workshops, which were or-

need for change," the report says.

Creating an electronic library "There is probably not enough

The 20-page report is available free from Distribution Services of the university's computer staff the regents. "There comes a cer- Center, Research Libraries Group. 1200 Villa Street, Mountain View, Cal. 94041-1100; (415) 962-9951;

Minnesota's Regents Approve Supercomputing Contract

Continued From Page A28 million a year to purchase time at so the \$8-million-a-year contract will not entail increased spending, said Regent Darrin M. Rosho.

"The center needed guarantees so that it could secure the capital to obtain the next generation of supercomputers," he said.

State Funds May Be Cut

Mr. Rosha said the regents had agonized over their decision. "We want everything to be as open as possible," he said, "but this is a cutting-edge industry, it's a key Minnesota industry, it's a private company, and there are legitimate proprietary concerns."

Representatives of the center amounts were not disclosed in any ter to recover \$8-million that had sha said. way that would damage any corporation that did business with the supercomputer center, he said.

The decision to sign the contract was made more difficult by the financial problems facing Minnesota, said Ann Wynia, another regent. "This state is facing a budget shortfall of half a billion dollars," she said. "We know there is a risk our funding could be cut."

By their commitment to spend \$32-million on supercomputer time, the regents essentially put that part of the budget off limits. jeopardizing other parts of the Wynia said.

She said the regents had been persuaded to support the supercomputing center because univerefits to the University of Minneso-program. ta are real." she said, "and the cost risk of doing it."

Useful in Attracting Grants

grants and researchers to the uni- on the computer. The student versity, and upgrading the center's might write a memo to the child's puter with a touch screen and a

caused an uproar last fall when state legislature. the center for faculty researchers, they proposed a plan that would have placed all computer opera- dropped the plan. tions under a new subsidiary of the

> 'This is a cutting-edge Industry, It's a key

Minnesota industry, it's a private company, and

there are legitimate

proprietary concerns."

Administrators at the university been slashed from its budget by the

When the university established supercomputing center. Members the supercomputing center, it gave

The university subsequently

the majority of the voting stock to the University of Minnesota Foundation, a separate entity. "The foundation spends the vast majority of its time serving the University of Minnesota in the first place," Mr. Rosha said, "which lends us to believe they're probably not really out to get the better of the institu-He added that the support given

to the center by university administrators had helped sway many of rose up in opposition, charging that tain point in time when you've not briefed the regents before the vote the proposal was merely an aton the contract, but specific dollar tempt by the supercomputing cento make good decisions," Mr. Ro- BI .DSC (# RI CLBITNE). ----DAVID L. WILSON

Information Technology

ganized by Mr. Dougherty and Ms. Hughes, were held to develop a consensus on the research library of the future and to discuss ways to overcome obstacles to creation of such a facility. The sessions were sponsored by the Research Libraries Group with support from the Andrew W. Mellon Foundation.

Information Technology

'Still No Conscusus'

Although they share a common vision, says the report, academics agree that any move from "the physical library to the logical library" will encounter difficult problems "Paculty attitudes will have a

major impact on determining the nature and scope of future information environments in higher education," says the report. Although many professors are already benefiting from electronic access to information, "there is still no consensus among most faculty as to what is an acceptable rate of change-or even that there is any

"When push comes to shove, faculty members want materials available on campus. They don't want to be dependent on other distant libraries for needed materi

will be expensive, the report adds. money available from a simple reallocation process in any campus library to fund a major shift in operations. Libraries have been experiencing lean years for some time now and most have no significant reserves left."

TEACHING WITH TECHNOLOGY

■ Psychology students simulate roles as school psychologists

Nursing students use interactive emergency-medicine system

Students at Rochester Insti- the visit, might suggest that the He shows signs of chronic pulmostudying to become school paychologists can observe, test, and evaluate children without ever pare a report on the child. meeting them face to face.

The "children" are part of the institute's new School Psycholobudget. "This may force us to gist Simulation program. The comthe event the budget ax falls, Ms. act as psychologists without getting tangled up in legal issues.

"There can be severe legal and sity administrators told the board it need that kind of feedback," says P.O. Box 9887, Rochester, N.Y. been reading in their texts." was vital to the university. "I'm Morton Isaacs, a professor of psy- 14623; (716) 475-2765; who helped develop the @RITVAX.BITNET.

"This is somewhere between of not doing it is greater than the reading about it in a textbook and putting the student in touch with the child," Mr. Isaacs says.

tute of Technology who are child undergo psychological testing. The student would choose the decide what to do. If they say the tests, examine the results, and pre-

While the student is working through the program, a "decision puter program allows students to mine whether the decisions that the student made were appropriate and in the proper sequence.

For more information, contact ethical problems with taking the Morton Isaacs, A116 Liberal Arts, student to a real child, and yet you Rochester Institute of Technology.

An interactive computer system allows nursing students at Del Mar College to make criti-In a typical exercise, a student cal health-care decisions with-

The system, which uses a com- a grade when they finish. equipment is important. Mr. Rosha teacher, seeking permission to obsaid. "Anybody who needs supers serve him in class The animal to the child's puter with a touch screen and a serve him in class The animal to the child's puter with a touch screen and a serve him in class The animal teacher, seeking permission to obsaid. "Anybody who needs supers the class to the child in child in class to the child in c said. "Anybody who needs super-serve him in class. The student computers is going to be attracted could call up notes on the student step through simulated emergency istered Nursing Education, Delawin and Aycomputers is going to be attracted could call up notes on the child's situations. For instance, students Mar College, Baldwin and Aybeat of the game behavior during the place that is ahead of the game behavior during the place of the game behavior during the place of the game behavior during the place of the game behavior during the place of the game behavior during the place of the game behavior during the place of the game behavior during the place of the game behavior during the place of the game behavior during to a place that is ahead of the game behavior during the class observaas opposed to someplace that's tion. The student might decide to some place that's tion. The student might decide to some place that's tion. The student might decide to some place that's tion. The student might decide to some place that is ahead of the game behavior during the class observamight see an elderly man being the class of the game behavior during the class observamight see an elderly man being the class of the game behavior during the class observamight see an elderly man being the class of the game behavior during the class observamight see an elderly man being the class of the game behavior during the class observamight see an elderly man being the class of the game behavior during the class observamight see an elderly man being the class as opposed to someplace that's: tion. The student might decide to wheeled into the emergency room, 78404; (512) 886-1320. visit the child's parents and, during complaining that he can't breathe.

unlining room, the computer answers, "Correct."

These programs allow the student to take control in a safe, learning environment," says Rosie Garcia, chairwoman of registered nursing. "Not only do the programs test the students, but the students also learn from them. The visual images really stick in their minds and reinforce what they've

With the pulmonary patient, the students go through the entire care process, from emergency admission, initial stabilization, and crisis management to discharge. A student can touch different parts of a simulated chest on the screen and The center is useful in attracting reads a case study about the child arants and researchers to the uni-

---KATHERINE S. MANGAN

500 Sophisticated Workstations Keep Freshmen Tuned In to Calculus

tor," he says, "and some of these maintain the equipment.

puter. Mr. Ecker says he believes, failure rate for calculus will go down with the use of computers. Currently, about 5 per cent of RP1's students fail calculus.

The failure rate should drop, he says, despite the fact that exam questions are harder now. "I can ask my freshmen exam questions now that they can actually do, that students who didn't go through this process and are sitting in an advanced calculus course would say. 'Gee, how do I approach that problem?" " says Mr. Ecker.

The students themselves, many of whom were exposed to calculus in high school, say they believe that using "Maple" has helped them learn calculus, but there are some complaints.

Some say that learning how to use "Maple" has simply made calculus harder. Cathy R. Lehman, who took calculus in high school, says she found her first semester with "Maple" frustrating because it was something new she had to

"When I went to school,

we learned how to take

square roots by hand.

We don't teach that

anymore because we

don't need to."

learn in order to do the same things she already knew how to do with a pencil and paper. " 'Maple' was really more of a nuisance than a help," she says.

Because the "Maple" program resides in a central campus computer and each workstation must "ask" the mainframe computer to use it, the institution has had problems when a large number of students try to use the program simultaneously-say, the night before a laboratory assignment is due. When the system was overloaded, il would just shut down.

That problem was more frequent, however, when the system was first installed. "I think they've golten most of the bugs out of it," says Michael Savage, a student.

'A Little Unfocused'

Also, some say the professors are still experimenting with the best way to use "Maple." "Some of the labs last semester were a little unfocused," says Andy Steingruebl, another student.

in general, however, studen say the program made learning calculus easier. "'Maple' can show you graphs you ordinarily wouldn't see because they're too difficult to plot," says Jonathan K. Cho. And, he says, he cannot tell "Maple" ^{what} to do unless he has a clear idea of how to do the problem himself. "The work just isn't as tedious on 'Maple,' " he says.

But many have expressed concern that using "Maple" could conceal weaknesses. "I worry that I'm not learning the number crunching," says Mr. Savage. Mr. Steingruebi says he avoids using "Mable" unless he has to. "I get a

certain satisfaction out of doing the computers. "We know that, as sci- gogy, the labs, and so on," he says, math by hand," he says, "but I based on previous data, that the guess that once you get a real job, get out there, this is what they're school that didn't have all the you won't be doing this stuff by going to be using," he says. Rens- equipment, you could at least do Mr. Boyce says that is precisely the point. "The fact is that within the next five years, students will be funds from friends and alumni. An able to do these calculations on additional \$2-million was raised something like a portable calcula- and added to the endowment to

students are computer phobic. 'Not a Gimmick' They need to understand how

Even if an institution does not things are going to work in the real have that kind of money, Mr. That is why Rensselaer decided to invest in the workstations, Mr. in the teaching of calculus. "Our cerns," he says, including a fear Ecker says, rather than in less so- goal is to develop this kind of ap- that students would have to spend phisticated—and less expensive— proach to calculus here—the peda- so much time learning how to use or be viewed as irrelevant."

entists and engineers, when they "so that even if you were at a selaer purchased the machines some of this sort of stuff." He says with a \$500,000 grant from the "Maple" and other calculus pro-Kresge Foundation and matching grams would work with less sophisticated computers, but it would take longer to solve problems, or the problems might have

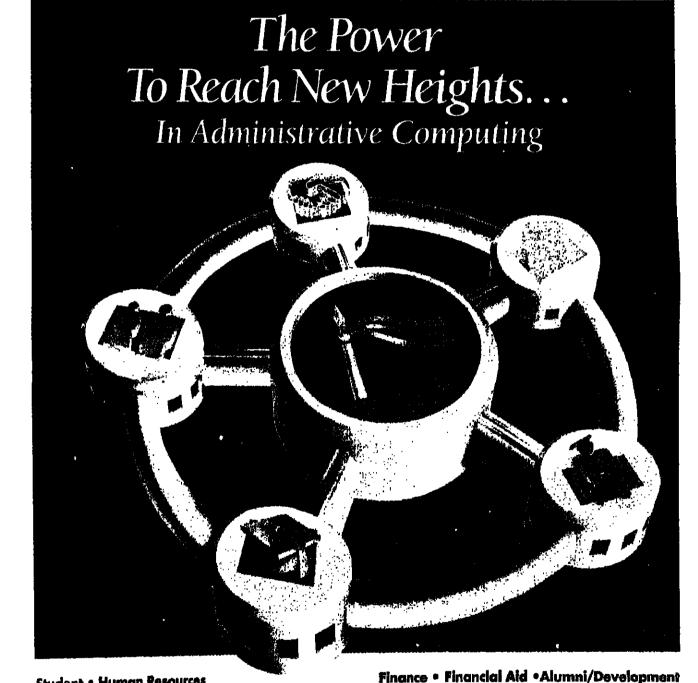
to be less complicated.

Mark H. Holmes, a professor of mathematics at Rensselaer, was one faculty member who at first opposed the use of computers to Ecker says, computers can still aid teach calculus. "I had several con-

the computer properly that they would not have enough time to

Mr. Holmes says he changed his mind after seeing students use the icomputer. "This is not a gimmick." This is a very effective tool," he

Mr. Ecker says that refusing to use computers to teach calculus is a rejection of reality, "When I went to school, we learned how to take square roots by hand. We don't teach that anymore because we don't need to," he says. That does not mean that students who hit the "Square Root" button on a calculator have any poorer grasp of calculus than he does, says Mr. run, calculus courses must change



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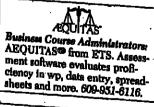
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Give & Take

As if the financial problems caused by the recession weren't enough, the University of California's endowment may have lost \$187,000 in an

The Alameda County District Attorney's office has charged Gwendolyn Tavares, a former university employee, with embezzling the endowment money. The charges came about a month after university police turned over the findings of their investigation of the alleged theft to the district attorney. Ms. Tavares, who turned herself in to police, has been released on bail.

According to an assistant district attorney, Ms. Tavares over the past four years forged signatures of university officials on checks made out to the endowment. After cashing the checks, Ms. Tavares reportedly deposited the money into her personal accounts. A bank employee tipped off university police to the alleged scam after noticing an irregularity in a

Ms. Tavares, who had been employed by the university for 19 years, was an assistant accountan in the endowment section of the university's corporate-accounting office. She was placed on investigative leave in November and fired in December.

University officials said the theft had had no serious effect since it was "minuscule amount" of the university's \$1.3-billion endowment However, internal controls are being checked, and the university

expects the money will be restored. "We're satisfied it's un isolated case," says Richard L. Malaspina, a university spokesman. "It doesn't mise any more questions."

Harvard University has reached a research agreement of nearly \$24-million with the

Bristol-Myers Squibb Company. Over the next five years, the harmaceutical company will inject \$23.5-million into Harvard's School of Public Health in the largest industrial-sponsored research grant ever awarded to the school. The grant will set up a laboratory to research various physical conditions that can lead to heart attacks, strokes, and other debilitating

In return, Bristol-Myers, based n New York, has the right to license discoveries and inventions from the

counts: The University of the District of Columbia has announced a "One Million Pennies Campaign' to help raise \$100,000 to support scholarships and university programs

When the campaign opened this month, the university put out a wishing well on its Van Ness campus to receive the pennies. If the iniversity receives all the pennies it hopes for, it will have raised onetenth of the \$100,000 goal.

Business & Philanthropy



Edgar F. Beckham of the Ford Foundation: "There's a general feeling that campuses have lost the sense of community and have become increasingly fragmented."



Anne Dowling of Philip Morris: "This will enable some colleges to implement programs that will have an impact on attitudes and beliefs about differences."

Grant Makers Are Devoting Millions to Effort to Improve Racial Tolerance on Campuses

Continued From Page Al

lion over several years to the programs. "This will enable some colleges and universities to implement programs that will have an impact on attitudes and beliefs about differences," says Anne Dowling, Philip Morris's director of corporate contributions, of her company's effort.

Many foundations have worked for years to increase the representation of minority-group students at colleges, but relatively few have addressed the issue of "campus climate," a topic of increasing concern to college and t alike.

Creating Better Environments

"There's a general feeling that campus es have lost the sense of community and have become increasingly fragmented," says Edgar F. Beckham, a program officer in education and culture at the Ford Foun-

An assumption behind all three programs is the idea that colleges must not simply recruit and enroll more minority students; they must also create academic

environments conducive to learning by all students. Also underlying the efforts is the idea that the struggle over pluralism on college campuses is analogous to the larger debate about the nature of pluralism in society in general.

Although the programs at Ford, Lilly. and Philip Morris share common goals, their strategies and approaches differ. Ford and Lilly have geared their programs to curricular reform and faculty development, while Philip Morris is interested in supporting extracurricular activities and ilty recruitment, Ford and Philip Morris have invited colleges nationwide to compete for their grants; Lilly has restricted its awards to private colleges in eight

On some campuses, the move to reshape the curriculum to reflect the works and contributions of minorities and women has been criticized as being "politically correct." In a few cases, the campus projects have sparked controversy, foundation officials acknowledge. "People have indicated disagreement and sometimes resis-Continued on Following Page

Harvard U. Reports \$42-Million Deficit, Its First Since 1974

New maintenance entry makes the difference; no big cuts seen

By JULIE L. NICKLIN

For the first time since 1974, Harvard University has closed its fiscal year with a deficit. The \$41.9-million shortfall in its 1991 operating budget of \$1.2-billion was the biggest that Harvard had ever recorded and a larger amount than those reported by other major universities.

Administrators said they would deal with the deficit without resorting to widespread layoffs or cuts in programs.

Although Harvard has the largest endowment of any university in the country-valued at \$4.7-billion as of June 1991-it was not enough to buffer the university from financial stress. Harvard officials blamed the deficit on reduced overhead payments from the federal government as well as the rising costs of academic programs, financial aid, and employee salaries and benefits. At the same time, the university's revenue has slowed.

'We Don't Kid Ourselves'

"The deficit is troubling but not alarming," said Robert H. Scott, Harvard's vice-president for finance. "And what we are going to do is manage the budget effectively and competently-without making any drastic cuts."

For the first time, Harvard included on its balance sheet the amount that the university believed it should spend each year to keep its facilities in good condition: \$76.5-million. Without that change, the university would have reported a surplus.

Mr. Scott said. "We're determined to balance the budget in a way that we don't kid ourselves." Mr. Scott said. "If we are going to maintain these buildings well, we must deal with them.'

The deficit was explained in the 1990-91 "Financial Report to the Board of Overseers of Harvard College." The report said the largest part of the deficit, about \$10million, had come from undergraduate arts and sciences.

Other universities are reporting deficits. Yale University faces an \$8.8-million deficit this year; Stanford University has budgeted for a \$24.5-million deficit this year; and Columbia University has projected a deficit of \$15-million for 1992-93.

Harvard's report said the university's total expenses had grown by 5.7 per cent in 1991, with the costs of salaries, employee benefits, and financial aid increasing the

Costs Outpace Income

Harvard's income from major gifts, endowment earnings, and tuition did not keep pace with the increasing costs. The \$196-million in gifts that Harvard received in 1991 marked a 3.7-per-cent drop from the previous year, when \$203-million was

Although the university has not announced charges for tuition, room, and board for 1992-93, Harvard is "very reluc-Continued on Following Page



Grantors Seek to Help Improve Campus Attitudes on Race

tance, but most often skepticism." says Mr. Beckham, "But these discourse on difficult issues."

Ford's Race Relations and Campus Diversity program, now in its second year, has awarded more than \$2-million. In the first year, 20 private, residential colleges each received grants ranging from on leave from the presidency of the program to improve campus cli-\$25,000 to \$100,000 for new or revised courses that include multicultural topics; artistic activities; and faculty seminars. In the second year, each of five urban, commuter universities received a \$150,000 grant for similar purposes.

Seminars on Diversity

At Princeton University, the \$86,000 Ford grant is supporting seminars on cultural and ethnic diversity that attempt to link the classroom with day-to-day living in a pluralistic society. The seminars are an "extremely sensitive" reaction to what's going on at colleges, says Stanley Katz, who is teaching

Harvard U. Reports \$42-Million Deficit

Continued From Preceding Page tant" to make significant increases in tuition, Mr. Scott said. The increase in those charges last year was 6.5 per cent.

Also during 1991, the Harvard Management Company, which oversees the university's endowment, wrote down the value of Harvard's investments in real estate, gas, and oil to reflect declines in those markets. The writedown has been reported to be as high as \$200-million. According to Mr. Scott, the return on Harvard's \$4.7-billion endowment in 1991 was 1.1 per cent, compared with 7.5 per cent in 1990.

As a result, the university is looking at a variety of measures to curb spending. President Neil Rudenstine will work with academic deans to find ways to reduce services and consolidate programs, Mr. Scott said.

Officials predict that a decade could pass before the deficit is entirely crased. "It's a challenge," said Mr. Scott. "And it's not going

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ROBERT R. McCORMICK TRIBUNE 435 North Michigen Avenue Chicago 60611 Journalism, For the Newspaper Manage-ment Center: \$657,188 to Northwestern U.

Gifts & Bequests

California State Polytechnic University at Pomona. For the university's collections art objects valued at over \$1.1-million from Raymond Burr and Robert Bene-

University of Minnesota at Grookston. For scholarships: \$205,000 from the estate of Andrew Wardeberg.
Iniversity of Wyoming. For the college of law: \$250,000 each from Sally Hunter Hopper and Carl Williams.

pus, it might take a while, but they oping strategic plans in which diwould become integrated into the versity is a key component, university community. And of At the Lilly Endowment, 10 colcourse they haven't," says Mr. leges and universities have re-Katz, a visiting member at the In- ceived grants of \$150,000 each in stitute for Advanced Study, who is the first year of the foundation's

Ford decided to award grants to four-year, private college in eight consortia of institutions, hoping to "leverage" expertise among many colleges. One such grant, \$430,000, will go to the Western Interstate

Continued From Preceding Page a course at Princeton on prejudice Commission for Higher Education, and the challenge of pluralism. which plans to develop a series of "People assumed that once you institutes for representatives from projects are inviting. They open up got all these new people on cam- 15 to 20 institutions that are devel-

> over four years to the program, In the program's latest phase, which is open to every accredited, nois, Iowa, Kentucky, Michigan, Missouri, Ohio, and Wisconsin.

the first year were marked by wide- lies with the student, Mr. Book spread involvement of faculty members and students, says William C. Bonifield, Lilly's vicepresident for education.

Theatrical Performances

Hiram College is using its Lilly grant to support curriculum development and theatrical performances, for both on- and off-campus audiences, that celebrate diversity. Lawrence University is redesigning a required freshman American Council of Learned So-mates. Lilly is devoting \$6-million course to introduce multicultural perspectives. Ohio Dominican College is developing a mentor program that pairs faculty members Midwestern states-Indiana, Illi- from various disciplines with black

> Colleges have assumed too long The projects receiving support in that the "burden of adjustment"

says. "Colleges really need make it a two-way street and ne out and make adjustments," At Philip Morris, Ms. Dow

says the campus tolerance propa was sparked by the increase in nority enrollment at colleges of by the change in social relay ships as more women aspiry more responsibility and visibility the workplace. Also a factors the rise in incidents of discring tion on campuses, she says.

The new program seeks to i derstand what impact diversity! have on the future work force how well prepared colleges and educate that work force. "The issues are very important to Ra Morris and other companies,"

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Students at Nebraska Wesleyan University taking a course in sociological research are required to write letters home

to their parents. Dave Inquinta, the sociology professor who teaches the class, says he thinks that students are better able to see the link between sociology and their everyday lives by writing letters that explain what they are learning. "I thought it would be a more meaningful way for them to translate what they are learning for non-specialists," Mr. laquinta says. "It's important because they can't just throw jargon at people if they go into sociology.'

Mr. laquinta says that students in his course initially thought the letters would be an easy way to earn a good grade, until they learned that he would grade the letters for the research that students used and for the clarity of their explanations. Each student must write one letter about the research they are conducting for the course; it counts as one of three examinations that make up about 50 per cent of their

About 75 black students from 15 colleges and universities in the Northeast are expected to attend a student-leadership conference at Yale University this week.

The Black Student Remaissance Conference is intended to inspire students to organize communityservice projects for black children in their communities, says Wendy Battles, a conference coordinator and a graduate student at the University of New Haven.

"It's up to our generation-a new generation of black leadership— to solve some of the problems," says Ms. Battles, "We can't afford to wait for the government and other people to help us."

The conference will include workshops to help students develop their skills in politics, fund raising, public relations, volunteer recruitment, and proposal writing.

The Black Student Alliance at Yale and the Black Student Leadership Network, an organization that lobbies on issues of concern to black students, are sponsoring the conference.

Students' interest in environmental issues led Swarthmore College officials to offer a new class this semester called "Swarthmore and the

The students are studying the impact of their daily eating habits on the environment by tracing the college's use and disposal of food and waste products. They will study how much food consumed at Swarthmore is locally grown, how much fuel is used to transport the food, whether pesticides and preservatives are used in the food's production, and how much food is

About 80 students attempted to enroll in the course, which had room for only 18.

Students



Andrea Parrot: "When a woman knows her accuser, when she may have been drinking, people have more trouble with that."



Neil Glibert: "The problem with men and women is insensitivity and miscommunication, but you can't call that rape."

A Berkeley Scholar Clashes With Feminists Over Validity of Their Research on Date Rape

He says they exaggerate to impose new norms on intimacy; they call him an uninformed critic

By MICHELE N-K COLLISON

While the country has fixated on the courtroom sagas of celebrities accused of date rape, in academe a battle has been brewing over whether rape statistics have been blown out of proportion by a group of researchers bent on scaring the public into changing its attitudes about the issue.

The opening salvo was fired by Neil Gilbert, a professor of social welfare at the University of California at Berkeley, who says surveys reporting that up to a quarter of college women could be victims of rape are fulse. Mr. Gilbert says the statistics have been generated by 'rudical feminists" out to impose "new norms governing intimacy between the sexes."

Utter nonsense, say his critics. Mr. Gilbert's specialty is social welfare, not sexual assault, they point out, and they say he has little familiarity with the subject of acquaintance rape or its victims. They accuse him of distorting their research and say his criticism is part of a growing backlash against feminism.

Journal Article Stirs Emotions

"He is an uninformed critic," says Gail Abarbanet, director of the Rape Treatment Center ut Santa Monica Hospital, which treats many young women who say they have been raped by classmates or other acquaintances.

"He won't have any lasting impact on this issue," she adds. "Colleges that have any experience with rape on their campuses are taking a serious look at this issue and

are trying to create effective programs to deal with it."

So it has gone, back and forth between Mr. Gilbert and the professors who have conducted research that Mr. Gilbert has bashed in The Wall Street Journal, in several television appearances, and in last spring's issue of The Public Interest in an article entitled "The Phantom Epidemic of

"Colleges that have any

experience with rape on their campuses are taking a serious

look at this issue, and trying to create effective programs

to deal with it."

Sexual Assault." In that article, Mr. Cil bert concluded that feminists had distorted the definition of rape to create a bogus epi-

The article was bound to stir emotions about date rape, coming as it did during an investigation into allegations that William Kennedy Smith raped a woman at the Kennedy compound in Palm Beach, Fla. (He was acquitted of the charges.)

Indeed, date rape has been one of the hottest issues on campuses in recent months. Colleges have been grappling with how to handle the problem of acquaintance rape in the wake of lawsuits by women who claim colleges did not take their allegations seriously and failed to punish their assailants.

Mr. Gilbert's challenge to research on date rape has angered students on his campus. After his journal article was published, about 100 students protested in Berkeley's Sproul Plaza.

Although several professors have conducted research on rape, Mr. Gilbert's biggest dispute is with a 1985 study by Mary Koss, a professor of psychology at the University of Arizona, who surveyed 6,159 college students. Ms. Koss determined from their answers to survey questions that 15 per cent of the women questioned had been raped at some time in their lives. Of those, she found, only 27 per cent acknowledged that they had been raped. An additional 16 per cent said they thought what happened to them was a crime, but did not realize it could legally be called rape. An additional 46 per cent said the believed they were victims of "serious miscommunication," but not rape. And 11 per cent said they did not feel any crime had been committed.

Near-Hysteria Charged

Finally, 41 per cent of the women who Ms. Koss determined had been raped reported that they had had sex again with the men who had raped them.

Mr. Gilbert says researchers are inflating rape statistics to gain attention and money for rape-prevention and counseling programs. "There is a date-rape move-Continued on Page A37

Despite Enrollment Gains, Hispanics' College-Going Rate Changes Little in Decade By KATHERINE S. MANGAN tionally, and in some cases, they think about shrinking and closing fident about recent reports show-school dropout rate for Hispanic

leges. Hispanics still lag far behind other minority groups in college fairs at the University of Texas at through education."

That was one of the conclusions of participants who attended a symposium on higher education and Hispanics this month at the University of Texas's campus

While Hispunic enrollment has grown in recent years, the change is largely due to an increase in the Hispanic population. The actual proportion of Hispanic students going on to college hasn't changed much over the last decade.

"Second- and third-generation sifying their faculties. Latinos are not catching up educa-

While many of their neighbors in

Ciudad Juarez, Mexico, are still

asleep, Maria, Rosa Lili, and Jesus

Chee pile into their car and head

for the U.S. border, their watches

already set back an hour for El

After a trip that can take an hour

and 40 minutes if traffic is backed

up, they arrive at the University of

Texas campus here, ready to begin

The Chee siblings are among the

927 Mexican students enrolled at

the El Paso campus. Many of the

per cent of the university's popula-

tion, travel back and forth over the

international border every day.

only graduate, but excel. The rea-

son, at least in part, is that the uni-

versity offers an array of support

as a freshman, she scored at the

lowest level in an English place-

ment examination and was imme-

diately enrolled in English classes

for non-nutive speakers. By her

second semester, she was able to

When Maria Chee arrived here

'Mexican students, who make up 6

Paso time.

a day of studies.

programs.

EL PASO are even falling behind," said Jorge things down," Ms. Natalicio said. Chapa, a professor at the Lyndon "We've got to empower people, Hispanics enrolled in college. His-B. Johnson School of Public Af- and the only way to do that is

Cost Cutting Feared

Diana S. Natalicio, president of the University of Texas at El Paso, cautioned in an interview that some cost-cutting measures could hurt members of minority groups. For instance, colleges that raise entrance standards to trim enrollment might find that fewer minority students qualify for admission, while won't make any progress in diver-

"In tough times, we always

"Before I came to uter, I wasn't

like I'm in a comfortable environ- 572.

really familiar with the American

people," Maria Chee says. "I feel

ment, though, because there are so

many people here that are Mexi-

can-American." Hispanics make

up about 60 per cent of the univer-

those the vast majority are Mexi-

In-State Tuition Rates

first arrive unable to carry on a a younger brother is planning to do gree in electrical engineering.

so. That would not have been pos-

the Mexicans demonstrate finan-

cial need. Some 84 per cent of the

Mexican students attending the

per unit that non-residents pay.

Mexicans Meria, Jesus, and Rosa Lili Chee at a bridge between Cludad Juarez,

Mexico, and El Paso, Tex., where they attend the state university.

The law was passed in 1989 to

sity's student population, and of

In addition to the three Chee sib-

The El Paso campus, which is near the U.S.-Mexico border. has evolved over the years into a predominantly Hispanic university. About 60 per cent of the 16,830 students are Hispanic. It has been cited nationally as a model for institutions with large minority enrollments because of its extensive minority-recruitment and studentsupport services. University officials point out that the graduathose that impose hiring freezes tion rate for Hispanics is higher

Several speakers urged their col- cent of whites. leagues not to become overly con-

cy as well as by its reputation.

tion," she says. "I knew UTEP was

cember, Ms. Chee had earned a

zone can be a long and difficult

By the time she graduated in De-

especially good in science."

panic enrollment grew by 61 per cent from 1980 to 1990, according to a 1991 report by the American proportion as 10 years ago. Thus Council on Education, However, that is due largely to a nearly 60per-cent increase in the population of 18-to-24-year-old Hispanics in the same decade, Mr. Chapa said.

An Alarming Drop-Out Rate

The proportion of Hispanic 18to 24-year-olds enrolling in colleges has actually stayed about the same over the last decade—at 16 per cent. That compares to 25.4 per cent of blacks in 1990 and 32.5 per

**Mexican Students, Including Commuters, Succeed at Texas Universities

devaluation of the peso, had caused Mexican enrollment at El El Paso live in their home cities. Paso to drop by 48 per cent from and many share daily rides back 1984 to 1986—to 296 students from and forth.

Ms. Chee says she was attracted to the university by its tuition polilate in the evening. 'I decided to go to UTEP while I was in high school in Juarez, be-The long commute and hassles of cause I wanted to get a good educa-

lings (their father is Chinese and 3.95 grade-point average, as well as Some Courses in Spanish

> quired to take an English-proficiency test to determine whether they're ready to enroll in regular university courses. The university offers an array of courses to improve their English skills.

students sign up for courses taught though the textbooks are in Eng-

about Mexican students' getting health of com-

"When you have Mexican nationals in a finance class, that's go- to go." ing to enrich the educational experience of everyone in the class," says Beto Lopez, director of recruitment and scholarships for the El Paso campus. "And it's very campuses were employing to try to possible, the way things are going, attract more Hispanic students and that those students are going to be

-- KATHERINE S. MANGAN

EL PASO start her regular courses, some of help Mexican students hurt by tu- co. Traffic piles up early at the them taught in Spanish. A bilingual ition increases at state institutions. bridge that crosses the Rio Grande. faculty member served as her ad
The increases, combined with the Most of the Mexican students who attend the University of Texas at

> The Chees often head back at around 7:30 p.m. El Paso time-8:30 in Juarez—and arrive home

> crossing the border are worth it to the Mexican students who make the trip every day, because a degree from an American university is often perceived to be more prestigious than one carned in Mexico.

their mother, Mexican), an older the distinction of "master tutor," Although many of the students sister attended the university, and She is now pursuing a master's de-All new foreign students are resible if it were not for a Texas law Juarez are adjacent cities separat-Although El Paso and Ciudad that allows border institutions like ed only by the Rio Grande, cross-UTEP to charge Mexicans the same ing the border into a different time

The Chees leave home most As a further transition, many university receive the in-state rate is 6:30 in El Paso. Maria Chee says courses across a variety of disciof \$24 per unit, instead of the \$162 she keeps her watch on El Paso plines are offered in Spanish, altime since she spends more of her time at the university than in Mexilish. The courses are ideal for students like Maria Chee who speak little English at first but are enger

to move ahead with their studies. Although a few people grumble the same tuition as Texas residents, most realize that the economies of Texas and northern Mexico are intertwined. The dramatic growth in the number of manufacturing plants in northern Mexicosome 300 factories employing more than 130,000 workers—has improved the financial munities on both sides of the border. Students also benefit from their classmates' different perspectives, university officials say.

working side by side for Motorola, either in the U.S. or Mexico."

per cent of Hispanics gradual from high school, about the say more than 20 points below the page portion of black students who grad unted and nearly 30 percents points behind the graduation reof whites, according to the concil's report. Higher-education experts have

a number of theories about whi so many Hispanics drop ou d school, including a high rate of poverty and low expectations the some teachers have for Hispan youngsters. In addition, the pa ents of many Hispanic teenager did not finish high school the selves and may have trouble heb ing their children with school wor or intervening with the schools tems on their children's behalf Hispanic children also tend tok concentrated in poorer school, where teachers have less training

No Evidence of Favoritism

While some critics insist the higher-education institutions a untairly favoring minority-grow members in faculty and students cruiting. Ms. Ramirez told the symposium participants she bi found no evidence of that.

"This notion that minorities ar somehow taking over higher-the cation institutions is not borne or by the statisties," said Ms. Re-

Hispanic representation on colege faculties has inched up from 1.5 per cent in 1979 to 2 per centil 1989, the American Council on Fa ucation reported.

Manuel T. Pacheco, who spen most of his cureer in predominantly minority institutions before assuring the presidency of the University of Arizona last year, said higher education officials must do more lo make their campuses hospitable) minority students.

"The presence of students of color on campus provides visible evidence that the club's membership has increased to some e tent," suid Mr. Pacheco. "We invited them to join. Now, we have to help them succeed."

Students need to see more nority-group members among th runks of the faculty and administra tion, and their achievements bella reflected in the curriculum. ht said. In addition, higher-education officials must do more to promote tolerance and open-mindedness of their campuses.

Institutions like the University of Texas at El Paso and the University of Houston-Downtown, where Mr. Pacheco served as president "have already made that leap." he said, while others, like the University of Arizona, "have a long way

High-School Progress Charted

Several of the symposium speakers outlined strategies that their keep them enrolled.

To determine how prepared Hispanic students are for college-level work, California State University



Jorge Chapa of the U. of Texas at Austin: "Second- and thirdgeneration Latinos are not catching up educationally."

at Bakersfield charts students' progress in high school, year by year, said the university's President Tomas A. Arciniega. The university keeps track of drop-out rates, as well as the kinds of courses that Hispanic students

To help those who have trouble after they enter the university, faculty members are asked to report the names of students who are failing or in danger of failing so a staff member from the dean-of-students office can contact them. The stuff member works with the students to help them boost their grades, sometimes by referring them to tutors or counselors.

One speaker urged her colleagues not to be afraid to ask the community for support when new programs or scholarships are needed. When Juliet V. Garcia took over as president of Texas Southmost College, she decided that aggressive action was needed to combat the area's soaring dropout rate and the weak academic skills of incoming freshmen.

U.S. Matches Funds

only blocks from the Mexican bortion to offer leadership. der, Ms. Garcia forged ahead with a \$1-million fund-raising drive to too caught up in advancing their win \$2-million in matching funds own careers. from the U.S. Education Depart-

Garcia recalled. "We're hesitant to for the struggle ahead. "These are slept with their 'rapists,' or who ask for things, but when you have a tough times, and there has never have said they didn't realize they Cause that is worthy, it's the reaponaibility of the community to ship," he concluded.

heln," she concluded. The campaign went down to the wire, but succeeded.

Hispanic educators should not

only expect support from their communities, other speakers said, but use their expertise to give something back. Raymond V. Padilla told how he and some of his colleagues at Arizona State University had created the Hispanic Research Center, which brings scholars together to examine problems facing Hispanic communities.

A 'Knowledge Broker'

staff members and 21 part-time faculty members, considers itself a "knowledge broker" between the university and the local community, said Mr. Padilla, an associate research professor at the center.

In addition to studying issues that directly pertain to higher education, it helps local community organizations become more effective at delivering services. Now that a professional class of

Hispanics is making inroads in higher education, said Arturo Pacheco, vice-president for student the though the college is in one affairs at the University of Texasof the poorest areas in the country.

El Pavo, they are in a strong posiper cent of the women who said

instead, he suggested, many are

"In some cases," he said "we ment. The money was to be used have become elitist, hierarchical, for a special scholarship endowment for middle-school students concerned with our research who do well in college preparatory grants, promotions, and buying release time from teaching."

Asking for money from people Mr. Pacheco added that it was who had little to give was hard, Ms.

Mr. Faciliety added ourselves"

Gainla "'to reinvigorate ourselves"

Dispute Flares Over Validity of Date-Rape Research

In an interview last July with The

tween men and women, with all the

Mr. Gilbert's critics say he dis-

torts their research. They say they

use a legal definition of rape:

committed only by a stranger.

They also say that a number of

men have conducted research on

rape and have produced statistics

similar to theirs, but Mr. Gilbert

chooses to ignore that research.

Mr. Gilbert, they also note, has

performed no research of his own

Ms. Koss says. "Social welfare is

"Sexual assault is not his field."

Changing Perceptions

on date rape.

Continued From Page A35 ment out there," he says. "No one else has said there is a problem

with these numbers." Mr. Gilbert says the attention to date rape has caused near-hysteria among women on some campuses. He says he has dared only to say contractual sex: 'Will you do it, yes what others have been thinking:

"Women who really have been raped have their

experiences diminished

by women who have gone back and slept with

their 'rapists.' "

that some situations that have been called rape are not rape. "They are really playing fast and

psychological confusion and misloose with the numbers," he says understanding, and reducing it to of researchers.

Much of what happens between men and women "is a grey area." Mr. Gilbert maintains.

"Maybe she had too much to forced intercourse against a perdrink, lost her inhibitions, and had son's will and without her, or his, sex with him," he adds. "The next consent. They also say that Mr. morning she was sorry. And a large part of it is miscommunication, cause he has never worked with The problem with men and women is insensitivity and miscommunication, but you can't call that rape."

Mr. Gilbert criticizes figures that would know that women who have researchers have produced by been raped by men they know do comparing the data with federal crime statistics. Those statistics they believe that rape is something estimate that one of every 1,000 women in the population, or onetenth of I per cent, is a victim of

While Mr. Gilbert acknowledges that crime reporting often is flawed and may underestimate the incidence of rape, he says the data prove the problem cannot be as large as Ms. Koss and other researchers conclude.

To back up his argument, Mr. Gilbert points to the fact that in Ms. Koss's survey, about 73 per The center, with three full-time cent of the women whom Ms. Koss identified as having been raped had not reported their experiences as

> educated women don't know they've been raped?" Mr. Gilbert asks. "That description infantilizes women. When you're raped, you feel violated. That's saying it's such a complex crime that these women could not know they have

'A Brutal Crime'

Mr. Gilbert also takes issue with Ms. Koss's finding that roughly they had been raped chose to sleep with their rapists again. "Rape is a brutal crime. If you

were raped, why would you sleep with your rapist again?" he asks. Moreover, Mr. Gilbert says that they aren't, researchers dilute the who really have been raped have their experiences diminished by women who have gone back and sensitizes people to the real crime

of rape." In his article in The Pub- his field. He is saying to women. lic Interest. Mr. Gilbert wrote that 'This experience is not real, you the new rules of the "radical femihave misperceived your experinists will rule out passion, emo- ence.' The failure to embrace the tional turmoil, entreaties, flirtacorrect legal label for one's victimtion, provocation, demureness. ization does not mean that the vic-And in its place will be cool-headed timization did not occur." Others say that society is grapor no? Please sign on the line bepling with changing perceptions of

Los Angeles Times, Mr. Gilbert "Now how can you said the date-rape movement consay college-educated sisted of "a small contingent of radical feminists, many of whom women don't know were victims or close to victims."

"They come with great passion they've been raped? and commitment to preventing this That description thing from happening to anybody else." he continued. "They've Infantilizes women." done a good job of raising consciousness, but they crossed over the line, taking normal relations be-

the rape. "No one has a problem, with stranger who jumps out of the bushes, beats his victim to a pulp, and brutally rapes her," says Andrea Parrot, assistant professor of human services at Cornell University. "But when a woman knows her accuser, when she may have been drinking, people have a lot more trouble with that. Most people, including victims of rape, don't call it rape."

Gilbert is in unfamiliar territory be-Moreover, many women who have reported that they have slept If Mr. Gilbert had any experiwith their rapists after the rape said ence with victims, they say, he that the men were their spouses or boyfriends. Ms. Koss says that some female victims go back to not call the crime rape because their rapists in a misguided attempt to try to control the men's behavior. Eighty-seven per cent of the women eventually ended their relationships with the men who raped

> them, her study shows. Mr. Gilbert's critics say that his suggestion that researchers have started a date-rape movement is ridiculous. "People who come to rape-treatment centers don't have a political agenda," says Ms. Abarbanel. "They don't even want to report their crimes. They just want treatment for their problems."

What They're Reading

on College Campuses Life's Little instruction Book, 2. The Prince of Tides, by Pat Conroy . 3. The Seven Habits of Highly Effective People, by Stephen R. Covey 4. Jurassic Park, by Michael Crichton Si You Just Don't Understand, by Daborah Tannen 8: Scarlett, by Alexandra Ripley 7. Scientific Progress Goes "Bolnk," by Bill Watterson 2 8: Fried Green Tomatoes at the Whistle Stop Cafe, 9, Backlash, by Susan Faludi

美国的工程设计是全个

10. Linnatural Selections, by Gary Larson

This Chiranole's itsi. of best-selling books yes completed from inflormation, supplied Buffalo, Tulene U., U. of New York at yes completed from inflormation, supplied Buffalo, Tulene U., U. of California at San Diago, U. of Diago, U. of Diago, U. of Oldmole at Urba-hallen U. Beyfor U., Buckriefi U., Carteton College, U. of Plantai, U. of New Orlains, U. of New Grisses U. of New Buffalo, U. of New Orlains, U.

Athletics

Education Department Says CUNY's Brooklyn College Discriminates Against Female Athletes and Coaches

Brooklyn College of the City priorities," Michael L. Williams, that the college was providing University of New York has dis- Assistant Secretary of Education equal opportunity in its awarding criminated against its female ath- for civil rights, said of the Brooklyn of financial assistance to male and letes and coaches, the Education case, Department's Office for Civil Rights has decided after a 14month inquiry.

The finding was welcomed by women-rights advocates who say it may indicate that the civil-rights office is serious about the issue of sex equity in college sports.

It came just weeks after the Eduevation Department released for comment a proposed memorandum that would warn college presidents not to violate federal sex-discrimination laws when they make decisions about eliminating sports teams. The issue is hot at a time when many institutions are searching for ways to deal with deficits in their sports budgets.

"We made sex equity a high priority for '91-92, and this is an indi-

BROOKLYN, N.Y. cation of our responsiveness to our The office did find, however,

In a letter to the college, the civil-rights office said Brooklyn was travel allowances and the opportunot in compliance with Title IX of nity to receive academic tutoring. the Education Amendments of 1972, which bars sex discrimination in programs that receive feder-

Unfair Scheduling Charged

Following its review of the college's athletics program, the civilrights office determined that Brooklyn was not providing male and female athletes with equal opportunities to participate in sports. The office found that female athletes were not treated fairly in such areas as the scheduling of games assignment of couches, the provision of sports equipment and lock-

ATHLETICS NOTES

■ Volleyball team's elimination is put on hold

NCAA criticizes due-process legislation

The women's volleyball team ciation to give accused athletes, at the California State University at Fullerton has won a temporary court order to stop the university from eliminating it.

Last month the university announced it would drop the volleyball team and the men's gymnastic team as part of an athletics-department plan to concentrate time and money on other sports. The university said all scholarships for students on the teams would be honored through the spring.

The volleyball coach, Jim Huffman, requested a preliminary injunction in Orange County Superior Court to overturn the university's decision. A hearing was scheduled for this week.

Mr. Huffman said the university's decision violated the California Education Code, the state constitution, and Title IX, the federal law that requires equity in men's and women's college sports. According to statistics he compiled, men make up only 44.4 per cent of he university's student body, but 3.6 per cent of the positions available in sports are for men. Eliminating the volleyball program will decrease the number of women participating in sports at the university by 12 per cent, Mr. Huffman said.

A university spokesman said Mr. Huffman's statistics were misleading and did not reflect the level of university support for the men's ly. and women's tenms. He would not comment further on the case.

Legislators in several states have been pushing for legislation that would force the National Collegiate Athletic Assocoaches, and universities rights similar to those now enjoyed by criminal defendants.

Last week a Mississippi State legislator filed a bill on the subject, and in Kansas a law that would regulate enforcement proceedings and guarantee due process was expected to come up for hearings in the Kansas House of Representatives. The State Senate has already passed the meas-

Meanwhile, NCAA officials and lawmakers are gearing up for a scheduled hearing next month of a lawsuit on the issue in Nevada. The NCAA sued the Governor of Nevada in federal court last fall, challenging the constitutionality of a state law that regulates sports in

The NCAA is also discussing with Florida lawmakers a new state law governing NCAA investigations that is expected to go into effect this

At a meeting of college football coaches and university administrators last week, Richard D. Schultz, the NCAA's executive director, le mented the pending due-process bills. Mr. Schultz, who planned to testify before the Kansas House, said the bills were an attempt "to gut the enforcement process" and would prevent the NCAA from enforcing its rules uniform-

Mr. Schultz added that the NCAA procedures satisfied due-process requirements and adequately made up for the association's lack of subpoena power-which is where some state legislators say the NCAA's policies fail to provide due ---DEBRA E. BLUM

female athletes, and that women were treated fairly when it came to

The letter, called a "Violation-Corrected Letter," spells out assurances made by the college that it is now working toward complete compliance with Title IX requirements. By next fall, for example, the college plans to add women's sports teams as needed to eliminate disparities in opportunities for

male and female athletes.

In a statement, acting President James N. Loughran said that the college "has been engaged in continuing efforts to ensure equity" in its athletics program. The effort, he said, included new assignments for coaches and a survey of athletic interests of students with an eye toward adding new women's sports

2 Professors Complained

The investigation by the civilrights office was sparked by a complaint filed with the office in 1990 by two physical-education professors at Brooklyn. The professors, R. Vivian Acosta and Linda J. Carpenter, claimed that many inequities existed between men's and women's sports at the college. They charged, for example, that in to insure the monitoring of compli-1990-91 Brooklyn planned to spend

\$180,475 on salaries for coaches of men's teams and \$39,525 on salaries for coaches of women's teams.

Ellen J. Vargyas, senior counsel at the National Women's Law Center, who has followed the Brooklyn cuse, says the most importantissue now is to see how the civil-rights office follows up on its findings.

"The letter itself is a very important first step in finally establishing the Office for Civil Rights as a senous player in the effort to eliminate pervasive sex discrimination in education-related athletics," she said. "However, we must still be watchful and see how they work out problems within the ocr process-such as not involving the parties who complained in the process and not having a specific structure -- DERRA E. BLUM

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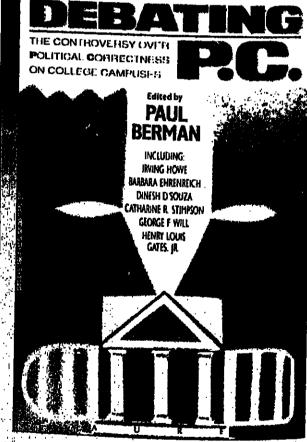
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Dispatch

Liberal-arts colleges that do an outstanding job of preparing students for careers in international affairs deserve far more federal support, a new report declares.

Prepared by a consortium of private colleges that call themselves the "International 50," the report maintains that such institutions already do a better job in emphasizing foreign languages and area studies than do their researchoriented counterparts, which receive more federal funds. "These schools provide far more than their reasonable share of the 'seed corn' for efforts in world affairs, and unless they are nurtured, their contributions will be impaired," the report says.

The report urges colleges to seek funds from private and public sources to send undergraduates abroad to accompany faculty members on research and teaching

The report amplifies an earlier study that identified the 50 colleges based on their course offerings. study-abroad programs, and the career choices of their graduates (The Chronicle, June 26, 1991).

The latest report, "In the International Interest: The Contributions and Needs of America's international Liberal Arts Colleges," is available free from Information Services, Beloit College, 700 College Street, Beloit.

Scientists from two Israeli institutions—Tel Aviv University and the Weizmann Institute of Science—will soon begin work on a super-laser that may become a part of America's Strategic Defense Initiative.

The project recently won the approval of Yuval Ne'eman, a Tel Aviv University physicist who is ismel's Minister of Energy. nfrastructure, Science, and Development. The \$300,000 budget will be provided by the ministry. the Israel Academy of Science, and the Binational Science Fund, an Israeli-American foundation that supports cooperative research proj-

The free-electron laser that the israeli team hopes to produce could be used to destray incoming

While the sum appropriated is low for this type of project, Mr. Ne'eman said, "it may well be that ^{nstrai}nts will encourage the discovery of 'smart' solutions." He also noted that the project would make use of underutilized facilities. such as the particle accelerator at the Weizmann Institute. The involvement of Israeli

scientists in research projects linked to the sp: has caused debute at laraeli universities in the past. However, such controversy has not been on the same scale as spi protests in Europe and in the United States, mainly because laraelis regard incoming missiles as a real threat, as they were during the Persian Gulf war.

International

RUSSIAN EDITION SELLS OUT

Western Economics Textbook Gains Many New Readers as Market Systems Develop Where Communism Failed

By PETER MONAGHAN

Political change in Eastern Europe and the former Soviet Union is producing thousands of new readers for the American authors of basic textbooks in economics and business-Paul Heyne among them. But Mr. Heyne's book is reaching the readers by way of a novel effort to put works of Western economic thought into the hands of students and scholars in the former Communist

Written to Offer an Overview

Mr. Heyne, a senior lecturer in economics at the University of Washington, originally wrote his textbook, The Economic Way of Thinking, for U.S. students in need of a quick overview of how Western economies work. Now it is being translated into the languages of several countries that are replacing planned, centralized economic systems with Western market economies. Students in those countries are said to be Continued on Following Page





strife-torn world than a wider understanding of how markets work."

U.S.-Backed Center in Russia to Employ Nuclear Scientists From Soviet Union

By KIM A. McDONALD Representatives from the United States,

Russia, and Germany agreed in Moscow last week to establish an international science and technology center that would emtists and engineers in the กโกร ทมปิยยน รับ former Soviet Union in an effort to prevent them from selling their nuclear-weapons expertise to other countries.

The center, to be located in Russia, will solicit contributions for its operation from "foundations, academic and scientific institutions, and other non-government bodies." according to a statement issued jointly by the U.S., Russian, and German gov-

\$25-Million Contribution

The United States will provide an initial contribution of \$25-million from a \$400million fund approved by Congress last year to assist in the dismantlement of the

Soviet nuclear arsenal. German officials said they would solicit support from the European Community and its member

The agreement was signed by Secretary of State James A. Baker, III, Russian Foreign Minister Andrei Kozyrev, and German Foreign Minister Hans-Dietrich Genscher. According to their joint statement, the center will serve as "a clearinghouse for developing, selecting, funding and monitoring projects that would be carried out primarily at institutions and facilities located in the Russian Federation and other interested Commonwealth states."

The officials said the center's primary purpose "would be to give weapons scientists and engineers opportunities to redirect their talents" to civilian-research activities by providing them financial support to conduct projects in basic and applied

research. It would also provide financial assistance for efforts in the former Soviet Union "to reduce and eliminate weapons of mass destruction."

Concern for Civilian Researchers

the agreement as an important step in preventing nuclear proliferation, some said they were concerned that it ignored civiljan scientists in the former Soviet Union, many of whom had made a conscious decision not to participate in weapons-related research.

"The U.S. government is more concerned with renegade nuclear scientists than in helping Russian science," said Jeremy J. Stone, president of the Federation of American Scientists. "But the real U.S. interests lie in seizing the opportunity to link Russian and American science in a creative and collaborative way."



APPOINTMENTS, RESIGNATIONS, DEATHS, AND COMING EVENTS

A Text for People Where Communist System Died

Continued From Preceding Page particularly eager for texts that can help them understand how such economies function, and how their nations can accomplish the shift from Communism to capitalism.

Mr. Heyne's book was first published in 1973 and has gone through several editions and scores of printings in the United States since then. It is considered a best seller among textbooks used in short survey courses in economics.

When the first two translations of it appeared last year in Czechoslovakia and Romania, 20,000copy first printings quickly sold out in both countries. Since then a Hungarian edition of 15,000 copies has been published, and Albanian, Bulgarian, and Ukrainian editions are in the works.

The biggest new source of readers for Mr. Heyne is the former Soviet Union, where a Russian edition appeared last fall. Because it was one of the first Western economics texts published there since the 1917 revolution, "it quickly sold out its press run of 100,000 copies," says Tom G. Palmer, the director of the Institute for Humane Studies at George Mason University, which is largely responsible for the publication of Mr. Heyne's book in so many countries. Mr. Palmer says Moscow's Referendum Publishing Company is now trying to purchase enough paper to print another 100,000 cop-

'Sacred Books' of Marxism

The Institute for Humane Studies supports scholarship that draws Translating some Western ecoon the tradition of 19th-century liberalism, which emphasized such concepts as the rule of law and individual rights and liberty. It established a translation and publishing program, says Mr. Palmer, because good texts in the social sciences simply did not exist in Eastern Europe. "There has been nothing in economics other than Marxist-Leninist 'sacred' books,"

Mr. Heyne's book was chosen, says Mr. Palmer, because it was rector of the Prague School of Eco-

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Mental health and the unprecedented violence in the Black community: The health

gave rise to the discipline.

olution, criss-crossed Moravia be-

fore finding an able typographer

willing to take on the manuscript.

are being published, Mr. Palmer

classic works in economics.

customed, which he describes as

and political reformers are embrac-

ing the tenets of classical liberalism

and are seeing that they are essen-

Alois Kružik, dean of the faculty

Economics, says the book is

of business at Prague's University

used at his institution as supple-

mentary reading. "It's very use-

Ivo Koubek, a member of the

economics department at Charles

University in Prague, says Mr.

Heyne's book is used there in short

courses for high-school economics

teachers and government offi-

cials-all of whom, he says, are

struggling to get a grasp of capital-

of economic thinking-concepts

like discrimination in pricing and opportunity costs are well ex-

plained, in philosophical rather

than technical ways." he says.

Mr. Koubek complains, howev-

For his part. Mr. Heyne says he

can--a lot of our people don't

"It is very useful with principles

tial to market economics.

fui,'' he says.

'Too American'

chorage and Seattle.

The non-profit institute acts as a publishing go-between. It arranges to purchase the right to publish Mr. Heyne's book in a particular country from the American publisher. Maxwell-Macmillan International. It then finds a group of academics in that country to prepare a translation of the work, and it donates the copyright to them. The group then arranges for local publication of the translated book, which is sold at a below-market price. The institute also has donated desktop-publishing equipment to help the local groups in their work.

Mr. Heyne gets nothing but new overlay. readers from the deals, but he admits to being a satisfied observer of his book's new-found success. He

"It was amazing how attentive these people

were. I would not sit and listen to Moses for five

days through an

Interpreter."

personally purchased the rights to publish the book in Czechoslovakis and donated them to the insti-

Mr. Palmer has been the force behind the translations. He has traveled to several countries to find what he calls "real economists, not old hacks" to work on the book. nomic terms, he says, has proved to be a challenge, because Eastern European equivalents were long "That is good, since our people ago "twisted to fit the procrustean have no experience with this way bed of Marxism-Leninism."

Other challenges, Mr. Palmer says, include locating typographers to work on the project and finding adequate stores of paper on er, that the book is "too Ameriwhich to print the books. In Czechoslovakia, he says, the edi-know the difference between Antion reached the presses only after Miroslav Ševčik, a former vice-

judged the best systematic intro- nomics and a protest leader during velopments in Eastern Europe in a duction to market economies—one the country's November 1990 revnew edition of his book. Those countries, he says, "are running

ch 25, 1992

narvelous sets of laboratories." Unfortunately, he adds, East European governments do not seem ready to follow his book's lessons completely. They are, he says, generally ambivalent about retiring central planning and are hesitating—largely for lack of know-how-in forming the kind of institutions that allow market economics to work, from banks and

brokers to escrow instituti But that, he says, is not surprising, since he says even many Americans are antagonistic toward the idea of allowing the free operation of a market system—even

though they profit from it. Last fall, Mr. Heyne traveled to Czechoslovakia to show highschool economics instructors how he teaches the discipline. It turned

out, however, that businessmen were so interested in what he had to say that they far outnumbered teachers in his classes.

As he has done for students here at the University of Washington for

phasized the everyday operation of economies and referred to events people in Czechosłovakia had exthere should be leaching student perienced first hand--"the rotting of unharvested food in the fields,

Now that the translated editions The experience "exceeded my says his institute is busy organizing expectations," he says, adding: conferences on teaching econom-"It was amazing how attentive ics in Eastern Europe and the forthese people were through five mer Soviet Union for college and days of lectures and discussions. I high-school instructors. The instiwould not sit and listen to Moses tute plans a series of translations of for five days through an interpret-

Mr. Palmer says the idea is to His students, he continues, help teachers in those countries try "asked tough questions about how the relationship among economic to overcome the style of instrucwe solve problems in the United tion to which they had grown ac-

Prussian style with a Communist Teaching in Czechoslovakia

"They knew about the problems Mr. Heyne says he thinks his we have, and they wanted to know book is being well received bewhether economics solved any of cause Eastern European scholars them," he adds.

Mr. Heyne went to Czechoslovakia with a group of academic economists from the United States vho were on a mission supported by the Foundation for Teaching Economics to bring Americanstyle economics instruction to Eastern Europe. He also visited

15 years, Mr. Heyne says he emrest next month to conduct work shops on what faculty member of economics.

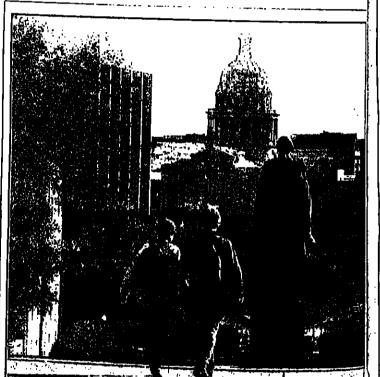
Attracted to Radical Ideas

Mr. Heyne says that, ironically he was first attracted to the disc. pline by radical, Marxist econopics. In the early 1960's he wrotely doctoral dissertation at the University of Chicago on the philosophical and theological roots of dis agreements among economist His major interest now, he says, a law, and ethics.

He says his belief in made economies is based on their ability to "allow people to cooperate without agreeing." He emphasize the way markets permit that coodination, rather than how they to courage maximizing profit.

"Few things," he says, "would contribute more to human happi ness in our strife-torn world than wider and better understanding how markets work."

Burton Bollag in Prague cont uted to this report.



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Magne Droppin

THE RESIGNATION of Marshall Gordon, president of Southwest Missouri State University, is effective June 30, 1993, However, while Mr. Gordon will keep the title of president until that date, he will have no operational control of the university.

Until a replacement is found for Mr. Gordon, Russell M. Keeling, interim vice-president for academic affairs, has been named chief executive officer of the institution.

Mr. Gordon, president of the university since July 1983, signed a new five-year contract last summer. However, he has been criticized for his administrative style and especially for his financial management. Recent revelations that a performing-arts center now under construction would cost \$17.8-million—\$7-million more than budgeted—led to a faculty vote of no confidence in his leadership and brought on a confrontation between Mr. Gordon and the Board of Regents.

In an agreement with the bourd, the duration of Mr. Gordon's contract was changed to two years. Until July 30, 1993, he will receive his annual salary of \$109,000 and keep his office and a secretary, while having the right to take a paid leave of absence at any time. He will also retain the right to join the university's faculty as a tenured professor of chemistry. The board also agreed that "should she choose to do so. Dr. Annette Gordon [Mr. Gordon's wifel will be employed as a tenured chemistry professor at a salary of not less than \$50,000 a year beginning in the fall term of 1992, and the board will do all it can reasonably and lawfully do to obtain tenure for

The board also said it would recognize Mr. Gordon's "significant contributions to SMS by naming an appropriate monument or building in his honor" when his contract

In a statement, Mr. Gordon said, "Regardless of who is right or who is wrong, this controversy has damaged both my reputation and that of the university and its regents. Despite what I've accomplished for the university in the past, it is obvious the controversy will not end unless I end it."

While the state auditor's office continues to investigate the university's finances and there are reports that the Federal Bureau of Investigation is studying the awarding of contracts and construction projects, Mr. Keeling said, "I'm simply trying to look forward and not backward."

The resignation of Albert J. Simone as president of the University of Hawaii took many by surprise. While the university has seen controversy over race relations and racial-harassment issues, as well as problems in its athletic department, Mr. Simone, who has been president since 1985, had recently told Hawaii Business magazine: "As long as I feel 1 can continue to make a positive difference, I'm not going to contemplate moving.''

After announcing his resignation, Mr. Simone said his nge of mind had come after he received two letters about presidential vacancies within one week. "I started to write my standard letter to say, No, but then I thought, maybe now's the time."

Derrick Bell, a tenured black professor of law at Harvard University, who took an unpaid leave of absence in April 1990 to protest the law school's lack of minoritygroup and female faculty members, says he may not return to the school. Now a visiting professor of law at New York University, Mr. Bell said that the Harvard Law School has not made enough of an effort in its hiring. He said, "It is deeply insulting to minorities in general and to women of color in particular."



Gazette

Virginia Gillham Wilfrid Laurier

of Rochester



Maria B. Watts Saybrook Institute Graduate School & Research Center





sity of Maine at Orono, Frederick E. Hutchinson.

Ivan G. Marcus Jewish Theological

Seminary of America



Hood College

New college and university chief executives: Athens State College, Jerry F. Bartlett; Bethany Theological Seminary, Eugene F. Roop; Minnesota Community College System. Geraldine Evans; St. Hyacinth College and Seminary, the Rev. Daniel M. Pietrzak; Univer-

• Other new chief executive: Ben B. Chency Foundation, William O. Ricke.

Appointments, Resignations

Myrna Adams, associate provost for affirmative action at State U. of New York at Stony Brook, to director for equal opportunity and affirmative action.

Mary R. Anderson, former lead advance representative with the Office of the Vice-President at the White House, to alumni director at U. of North Florida.

James S. Atwell, vice-president and dean for scademic affairs at Adne Arundel Community College, has announced his retirement, effective in June.

Sylvia Holden Bajorsk, director of public relations and fund development at Catawba Valley Area Girl Scout Council (Hickory,

Deborah J. Hecht

Community College

Lake City

Valley Area Girl Scout Council (Hickory

Valley Area Ciri Scout Council (Hickory, N.C.), to director of annual giving at Lenoir-Rhyne College.

Jerry F. Bartlett, Interim president of Athens State College, to president.

Donaly J. Base, assistant director of Jersey Shore Medical Center Poundation (Nep-

tune, N.J.), to director of individual and corporate relations at Monmouth College

William O. Rieke

Ben B. Cheney

ordinator of financial assistance in the school of theology at Boston U., to dean of admissions and student services in the school of theology at Emory U. Crista R. Cabo, executive director of alumnae activities at Mary Baldwin College. to director of advancement services. Melissa M. Cain, head of the humanitie reference department and interlibrary loan services in the libraries at U. of North Carolina at Chapel Hill, to director

of development for the school of informaor development for the school of informa-tion and library science.

Richard M. Carter, vice-president for uni-versity relations at Bucknell U., to vice-president for development and university ciations at American U.

Scott Cole, assistant vice-president for facilities management at Central Michl-gan U., to associate vice-president for business at George Washington U. fine Evans, president of Rochester nmunity College, to chancellor of

Virginia Gillham, associate librarian at U. of Guelph, to university librarian at Wilfrid ient of Southwe Missouri State U., has announced his res-

ignation, effective June 30, 1993.
Randy J. Harris, accountant in Sait Lake City, to controller at Florida State U. commany Harty, reporter for Dayton Dufly News (Dayton, Ohio), to director of me-dia relations at U. of Dayton.

Zia Hasan, associate professor of English at Cloffin College, to assistant to the vicepresident for academic affairs. Deborah J. Hecht, vice-president and dean

of education services at Western Nebras-ka Community College, to vice-president for instruction at Lake City Community College.
Arederick E. Hutchinson, senior vice-presi-

dent for academic affairs at Ohio State
U., to president of U. of Maine at Orono.
Ronald Hoffman, associate professor of history at U. of Maryland at College Park, iff director of the institute of Early American History and Culture at College of William and Mary.

Continued on Following Page



Gazette

Continued From Preseding Page Margaret F. King, acting associate dean of the graduate school ut North Carolina State U., to associate dean,

Sondra L. Kirech, interim associate vice na State U., to associate vice-chancellor. Cathy Krain, special assistant to the president at Molloy College, to vice-presiden

for college relations.

Richard D. Krugman, professor of pediatries at U. of Colorado at Denver, to dean of the school of medicine.

Matt Kura, president and chief executive of-

ficer of Saint Joseph Hospital (Omahu), to associate dean of the school of medicine at Creighton U.

Stephen Kurth, chairman of physical education and athletics at U. of Wisconsin at Eau Claire, to associate dean of the

Angelina Laycook, director of cooperative education at Eastern michaen of the Career Planning, Placement, and Cooperative Education Center at education at Eastern Michigan U., to di-

Washlenaw Community College.

James K. Light, professor of medicine at
Baylor College of Medicine, to professor and chair of urology in the college of med-icine at State U. of New York Health Sci-

once Center at Syracuse.

Deniel J. Mansoor, director of development and public affairs for the college of arts and sciences at Cornell U., to senior v president for development and alumni re-lations at Brandeis U.

Ivan G. Marous, professor of Jewish studies at Jewish Theological Seminary of Amer

icu, also to provost.

Betsy Martin, vice-president for public af fairs at Citicorp Mortgage Inc. (St. Lou

to director of public relations for the Frost campus of Saint Louis U. Gary McCaleb, dean of cumpus life at Abilene Christian U., to vice-president. mre Meazaros, director of the library at Sul Ross State U., to director of the library at

U. of South Dakota, Clifton B. Metcalf, interim associate vicechancellor for university relations at U. of North Carolina at Chapel Hill, to asso-

school of architecture at Washington U. (Mo.), has announced his retirement, effective July 1, 1993.

Robert Mollenhauer, director of corporate and foundation relations at U. of Roches ter, to director of development at Colora-

Jesse Moore, associate professor of history

Remei Moore, director of multicultural af-fairs at Hood College, to vice-president for student life and dean of students. Mary Lippitt Nichola, associate professor strategic management and organization at U. of Minnesota, to associate dean of academic programs in the school of man

Pablels Pappas, director of financial aid at Marymount Manhattan College, to director of financial aid and assistant director of admission at Upsala College.
The Rev. Daniel M. Pletrzek, minister pro

vincial of St. Anthony of Padua Province of the Conventual Franciscans (Boston), to president of St. Hyacinth College and Seminary. Frank G. Pogue, vice-chancefter for student

affairs and special programs at State U. of New York system, to acting president of State U. of New York A&T College at David L. Potter, interim dean of the college

Bill Radovich, vice-president for adminis-trative affairs at St. Cloud State U., has

Johuda Rainharz, professor of modern Jew-ish history at Brundeis U., to provost and senior vice-president for academic af-

Eugene F. Roop, professor of biblical stud-

ies at Bethany Theological Seminary

Mark B. Rotenberg, lawyer in Minneapolls, to general counsel of U. of Minnesota.

Frank Semuels, laterim president of Wayne County Community College, to vicepresident for academic affuirs at New Community College of Bultimore. Welvyn D. Schlavelli, provest of College of

Charles C. Schroeder, vice-president for student development at Saint Louis U. to vice-president for student services at Georgia Institute of Technology.

Peter Simmons, dean of the school of law a Rurgers U. at Newark, has unnounced hi resignation as dean, offective in June 1993. He will remain on the faculty as

Albert J. Simone, president of U. of Hawnii.
has unnounced his resignation, effective

Richard J. Stanton, deputy commissioner of Massuchusetts Department of Revenue, to deputy chancellor for management and finance at U. of Massuchusetts Medical Center at Worcester.

Ketherine Taylor, assistant director of the Bucks County Community Co rector of student-life progrum

Richard W. Trollinger, vice-president for external affairs of Emory and Henry College, to interim president.

Joan K. Tucker, executive assistant to the

president at Pace U., to executive direc-

tor of university relations.

Mark V. Tushnet, professor of law a Georgetown U., to associate dean of the law school for research.

Maria B. Watte, member of the faculty at Saybrook Institute Graduate School and Research Center, to vice-president for in-

stitutional advancement. Richard J. Walke, former professor of inforrecolard J. Welle, former professor of information systems at Erasmus U. (Netherlands), to chair of computer information systems at Georgia State U.

Timothy J. Willard, director of the capital campaign at U. of San Diego, to vice-president for university advancement at Millikin U.

Joanne Wilson, associate professor and

chair of general engineering at U. of Wisconsin at Platteville, to assistant dean of the college of engineering. Jeffery Zellers, director of financial aid at Muskingum College, to dean of enroll-

IN THE ASSOCIATIONS

of New York system, has been elected president of National Association of Sys-

MISCELLANY Stuart J. Appelbaum, former vice-president for development and alumni affairs at Tulane U., to vice-president for develop-

William O. Rieke, president of Pacific Lutheran U., to executive director of Ben B. Cheney Poundation, effective September

Deaths

Totton J. Anderson, 83. professor emer of political science at U. of Southern Cal-ifornia, January 28 in La Jolla, Cal.
Resedith Sitgreaves Bowker, 77, former professor of education at Stanford U. and former professor of education at Colum-bia U. February I in Mitcheliville, Md. James M. Camenter, 77, professor seems

bia U., February I in Mitchellville, Md. Jamea M. Carponter, 77, professor emeritus of srt at Colby College, February II in Humacao, Puerto Rico.

Eugene Chaffoe, 86, former president of Boise College (now Boise State U.), February 5 in Boise, Idaho.

Robert M. Eastman, 73, professor emeritus of Industrial engineering of Idastrial engineering of Idastrial

of industrial engineering at U. of Missour at Columbia, February 4 in Columbia

Kenneth Gardner, 72, former athletics di-rector and track coach at Northeast Mis-souri State U., February 8 in Columbia, Mo.

Mo.
Joseph C. Hope, 67, former dean of the school of business and economics at Seattle. Seattle. Report P. Knight, 56, professor of journalism at U. of Missouri at Columbia, February 8 in Columbia, Mo.
John O. Riedi, 86, former dean of faculty at Queensborough Community Col. ty at Queensborough Community Col-lege, February 6 in Bayside, N.Y.

lese. February 6 in Bayside, N.Y.
Morris Rosenberg, 69, professor of sociology at U. of Maryfand at College Park.
February 14 in Washington.
Jene E. Ruby, 79, professor emerita of history at Wheaton College (Mass.), February 15 in Norton, Mass.
Eugene A. Salet, 80, former president of Georgia Military College, February 6 in Augusta, Ca.

Augusta, Ca.

Frank L. Sohlok, 74, former librarian in the library-services division and National Center for Education Statistics at Department of Education and former director of the school of library science at U. of Wisconsin at Milwaukee, February 7 in Palm Springs. Cal.

rilliam Schuman, 81, composer and for-mer president of Juilliard School, Pebruary 15 in New York.

toymond J. Saeger, 85, former senior staff research associate at National Science dation and former adjunct professor of physics at American U., Pebruary 14

John Welemann, 91, former dean of stu-dents at St. Cloud State U., February 3 in St. Cloud, Minn.

Coming Events

symbol (=) marks liems that have not appeared in previous issues of The Chronicle.

MARON TO LEASE THE STATE OF THE

5-7: Children. Annual conference, Children's Defense Fund, Atlanta. Contact: CDP, (262) 628-8787. 5-7: Listening. Annual convention, International Listening Association, Edgewater Hotel, Seattle, Contact: Mary Wise, (317) 285-1889, fax (317) 285-1516. -7: Social images. Annual conference.

clety for the Interdisciplinary Study of Social Images, Colorado Springs, Con-tact: Steve Kaplan or Will Wright, (719) 549-2104, fax (719) 549-2705. 5-8: Ethnio studies. Annual conference National Association for Ethnic Studies

National Association for Ethnic Studies, Boca Raton Sheraton Hotel, Boca Raton, Fla. Contact: (407) 367-3090.

5-8: General education. "Multiculturalism and Education: the Way Ahead," conference, Association for General Education International, Denton, Tex. Contact (817) 565-3305, fax (817) 565-4517.

B-B: Studenta. National conference on the advancement of student diversity. Colle advancement of student diversity, Collegiate Conferences Inc., Washington, Contact: Rick Morgan, (608) 273-0350.

8-8: Yaaching. "Lilly Conference on College Teaching." West, "Miami University, Lake Arrowhead, Cal. Contact: Laurie Richlin, (513) 767-6450.

8: Aviation, "Airline Quality Issues," international forum, Wichita State University, Hotel Washington, Washington, Contact: Dean Headley, (800) 642-7978, ext. 3367.

8: Disabilities, "The Americans With Die

Brain reading, 1800) 642-7978, ext. 3367.
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6-71 College unions. "A Seminar for New Professionals." Association of College Unions-International, Prince George's ommunity College, Largo, Md. Con-ct: (812) 332-8017. Rec: (612) 332-8017.
6-7: Ethles. Meeting, Association for Practical and Professional Ethles, indianapolis. Contact: Brian Schrag, Appg., 410
North Park Avenue, Bloomington, Ind.

47405. -7: Facilities. "Residence-Hall Safety and

8-7: Facilities. "Residence-Hall Safety and Security." workshop. Association of College and University Housing Officers International. Tampa Airport Marriott Hotel. Tampa. Fla. Contact: Tony Cawthon, (803) 656-2295.
8-7: International Issues. "The Role of the United States in the 21st Century." conference. University of Illinois and other sponsors. Hotel Pere Marquette, Peorla, Ill. Contact: (217) 333-1465.
8-7: Non-traditional aducation. "New Pathways to a Degree: Using Technologies to

ways to a Degree: Using Technologies to Open the College," workshop, Annen-berg/cpa Project, Los Angeles. Contact: (213) 343-4916.

6-7: Philosophy. Meeting, Mid-South Philosophy Conference, Memphis State University, Memphis. Contact: Ralph Ellis, Department of Philosophy, Clark College, Atlanta 30314.

lege, Atlanta 30314.

6-7: Rhetorio, "Composing New Genres," annual conference, International Rhetoric Council. Hammond, La. Contact: Bonnie A. Hain, Department of English, Southeastern Louisiana University. Hammond, La. 70402.

6-8: Death education, "Catastrophic Loss: Cilobal and Personal—Making a Difference," annual conference. Association for Death Education and Counseling, Boston. Contact: Sue Berry, (203) 232-4825, fax (203) 232-4829.

7: Children's literature, "A Colebration of

Worth and Dallas, Contact: (214) 692-2251. 'i Children's literature. "A Colebration of Children's Literature," conference, Loyola College in Maryland, Baltimore, Conference, 122 2008

ola College in Maryland, Baltimore. Conlact: (410) 617-5095.

71 Minorities. "Student-College Interview
Session." Southeastern Regional Office
of National Scholarship Service and
Fund for Negro Students, Palmer House,
Chicago. Contact: (404) 577-3990.

72 Philosophy. "Diversity and the Canons
of Culture: National Identity and Ethnic
Diversity." meeting, Greater Philadelphia Philosophy Consortium. Villanova
University. Villanova, Pa. Contact: Mary
Donohue, Thomas Library, Bryn Mawr
College, Bryn Mawr. Pa. 19010.

73 Psychology. "Conference on Applied
Cognitive Psychology: Cognitive Development in Context." Claremont Graduate School, Claremont, Cal. Contact:
Dale Berger, (714) 621-8084, fax (714)
621-8390.

7-8: Technology. Annual conference Office

ology. Annual conference. Office Systems Research Association, Holiday Inn-Riverwalk, San Antonio. Contact: OSRA, (314) 935-4487.
7-13: Women. "Leadership Development Program for Women in Higher Education," National Institute for Leadership Development, Phoenix, Contact, when

(602) 223-4290.

12-13: Business officers. "Endowment Management," workshop, National Association of College and University Business Officers, Washington. Confact: NaCUBO, Professional Development Department. Suite 500, One Dupont Circle, Washington 20036; (202) 861-2520, 12-13: Fund raising. "Matching Gio Fa-8-11: Business officers. "Executive Lead-orship Institute," National Association of College and University Business Offi-Cers. Jacksonville, Pla. Contact: NA. CUBO, (202) 861-2520.

Cuso, (202) 501-2320.

9: Ethios, "Ethics in the University: Challenges and Choices for the 21st Century," public forum, University of Baltimore, Baltimore, Contact: (410) 234-

3930.

9-11: Alumni. "Alumni Workshop Series."
Council for Advancement and Support of
Education, Forum Hotel, Chicago. Contact: CASE, (202) 328-5900.

9-11: Criminal justice. "Society and Violonce: Justice System Responses." conference, University of Illinois, Chicago.
Contact: Nancy Taylor. (312) 996-3200,
fax (312) 733-3394.

8-11: Pund mising. "Advanced Planned
Giving." workshop, Council for Advancement and Support of Education.

Washington 20036; (202) 861-2520.

12-13: Fund rateing. "Matching-Gift Forum." Council for Advancement and Support of Education, Chicago, Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

12-13: Higher education, Deans' seminar, Council of Colleges of Arts and Sciences. Omni Hotel at Charleston Place, Charleston, S.C. Contact: Richard J. Hopkins, Executive Director, CCAS, Ohio State University, 186 University Hall, 230 North Oval Mail, Columbus, Ohio 43210-1319; (614) 292-1882.

12-14: Aviation. "Partnerships Among Women in Aviation," national conference, Parks College of Saint Louis University, Aladdin Hotel, Las Vegas, Con-

Contact: CASE, (202) 328-5900.

-12: Computera. "Computer-Assisted Design and Engineering Workstations and Business Graphics," conference and exposition. National Computer Graphics Association, Analieim Convention Cen-ter, Analieim, Cal. Contact: Acca, Suite 200, 2722 Merrilee Drive, Farifus, Va. 22031; (703) 698-9680, fax (703) 560-2752. 10-11: Grantsmanship. The Dynamic Grants Office: How to Lead Your Organization to Grantwinning Success," semi-nor, Capitol Publications Inc., New York, Contact: (800) 836-0732.

March SMTWTFS 1234567 8 9 10 11 12 13 14 15 16 17 18 19 20 21

10-12: Personnel. "College-Teacher Interview." workshop, sar Gullup, Lincoln. Neb. Contact: Cheryl T. Beamer, Vice-President for Higher Education, SRI Gu

22 23 24 25 26 27 28

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lup, 301 68th Street, Lincoln, Neb. 68510; (800) 288-8592. 10-13: Educational opportunity. Policy seminars. National Council of Educational Opportunity Associations, Holiday Inn-Capitol, Wishington. Contact: NCLOA. Suite 310, 1025 Vermont Avenue, N.W.,

Washington 20005; (202) 347-7430. 11-12: Faculty. "Evaluating College Faculty." seminar. Kansas State University. ty," seminar, Kansas State On Faculty Denver, Contact: Center for Faculty Denver, Kansas Evaluation and Development, Kansas State University, 1615 Anderson Ave-aue, Manhuttan, Kan. 66502-16tM; (800) 255-2757 or (913) 532-5970, fax (913) 532-5637.

11-12: Fund rolsing, "Grantwriting and Foundation Funding," seminar, Nova University, Fort Lauderdale, Fla. Contact: Nova University, Office of Continuing Education.

tact: Nova University, Office of Continu-ing Education, 201 Mailman-Hollywood Building, 3301 College Avenue, Fort Lauderdale, Fla. 33314, 11-13: Computers. "Computer-Virus and Security Conference." Data Processing Management Association and other span-sors, Marriott Marquis and Summit Hu-tel, New York, Contact: DPMA, Financial Industries Chapter, Box 894, New York 10268; (800) 835-2246.

10268; (800) 835-2246.

11-13: Institutional advancement. "Writing Winning Proposals," workshop, Council for Advancement and Support of Education, Sheraton Fisheranan's Wharf Hotel, San Francisco. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20016; (202) 328-5900.

11-13: Minorities and religion. "Pressing Toward'a Paradigm of Liberation in Theology and Economics," meeting, National Conference of Black Seminarians, Fort Worth and Dallas, Contact: (214) 602.

2251. Philosophy, "Philosophy and Ectnomics," symposium, California State
University, Fullerton, Cal. Contuct: Edward Maine, Philosophy Department,
Cal. 92634-9480.

11-13: Planning, "Planning Ideas and Issues: a Working Spectrum," conference,
Mountain Society for College and University Planning, Brown Palace Hotel,
Denver, Contact: Dan Paulien, (303) 3331916. 1916.

11-13: Voluntary and non-profit organizations. International conference on research on voluntary and non-profit organizations, Indiana University and other sponsors, Indianapolis. Contact: Center on Philanthropy, Indiana University, 550 West North Street, Indianapolis 46202-3162; (317) 274-4200, fax (317) 684-8900.

12: Legal Issues. "Hot Toole: Campus Se-

13-14: Legal Isaues, "Employment Lawes a Changing Campus," workshop, Naise al Association of College and University 3162; (317) 274-4200, fbx (317) 684-8900.

12: Legal issues, "Hot Topic: Campus Security Act," conference, National Association of College and University Attorneys, Adolphus Hotel, Dallas, Confact: Anniouise Roark, Meetings Manager, NACUA, Suite 620, One Dupont Circle, Washington 20036; (202) 833-8390, fax (202) 296-8379.

er, NACUA, Suite 620, One Dupont Circl.
Washington 20036; (202) 833-8390, fs
(202) 296-8379.

13-15: Education. "Education Unboard.
New Maps-New Metaphors-New ence. Partnership for Service

248-3391.

18-15: North Carolina. "North Carolina Women Writers," conference, North Carolina Literary and Historical Association, Winston-Salem, N.C. Contact: Harricle C. Buchanan, Learning Assistance Program, Appalachian State University, Boone, N.C. 28608; (704) 262-2291, Laura Severin Facilia Decoriment, North ra Severin, English Department, North Carolina State University, Raleigh, N.C. 27695; (919) 737-3870, or Gay Wilent, English Department, East Carolina University, Greenville, N.C. 27858; (919) 795-3243.

Continued on Page Ass.

tact: Peggy Baty, Parks College of St. Louis University, Cahokia, III. 625; (618) 337-7500.

12-14: Black studies, "The Black Pan" Black Men in the African Diaspora." Property in America, University of Log-ville, Laudsville, Ky. Contact: Joseph McMillan, University of Logistelling School of Education, Room 269, Logistelling, Ky. 40292; (502) 588-0588.

12-14: Business. "Postitopical to get the state of the

Ville, Ky. 402/92; (202) 288-6588.

12-14: Business. "Positioning U.S. For for the Markets of Western Europe: 5 ternational Partnerships in Marketique!" Sales. "forum, Robert Mortis College. Sales. forum, Robert Morris Colige and Milles Incorporated, Pittsburgh Co-tact: School of Ciradunte Studies, Rober Morris College, 600 Fifth Avenue, Fas-burgh 15219-3099; (412) 227-6478, gr

bursh 15219-3099; (412) 227-6478, et 112, fax (412) 281-5539.

12-14: Multicultural programs, "Culan Awareness Training Institute," Leekhyne College, Wathington, Costa Jackie Hrawn, (704) 328-7353 or 02 327-1957, or (800) 869-1794.

12-14: Philosophy, Regional meeting, Society of Christian Philosophers, Bristo Young University, Provo, Utah, Costa David L. Paulsen, Department of Phacorby, Brigham Young University Provosity Programs.

Orhy, Brigham Young University, Pro-Utah 84602. Ulth 84602.

12-14: Renaissance studies, "Remissance Displacements: the Enduring Marpioli, of the Picaresque," conference, Induction of the Picaresque," conference, Inductional University, Bloomington, Ind. Contact Cifancurto Maiorino, Indiana University, Bullantine Hall 466, Bloomington, let 47405; (812) 855-0648, or Indiana University Conference, Nurseau, (812) 861.

12-15: Graduate students, "Infinite Posbilities: Advacacy and Empowernest annual conference, National Associate of Graduate/Professional Statest.

Washington, Contact: (202) 885-2472 at (708) 256-1562. 12-15: Teacher education, Annual meeting Society for Technology and Teacher to cation, Marriott Hotel-Galleria, Hecton. Contact: Association for the A

sociation. Hilton at the Circle Hotel b dianupolis. Contact: Betty Krump, and 800 College Street, Wahpeton, NJ 58076; (701) 671-2240. 58076; (701) 671-2240.

12-16: Technology and values. "Explantion in Neuroscience, Psychology, at Psychiatry: From Neurobiology to be sative." conference on technology at values. University of Notre Dame, Not Dame, Ind. Contact: Edward Manier, 3

Decio. Notre Dame, Ind. 46556.

12-15: Womon's studies. Annual costs ence. Southeastern Women's Studies Association. Tampa, I-In. Contact: Jaka Stook. Women's Studies Program, Deversity of South Florida, 4202 Estimates Avenue, 11818–413, Tampa, Pa. 34626; Avenue, 11818–413, Tampa, Pa. 34626; Avenue, 11818–413, Tampa, Pa. 34626; Avenue, 11818–413, Tampa, Pa. 34626.

Fowler Avenue, 11MS 413, Tampa, Pa. 33620; (R(3) 974-3496.
12-18: Labor studies. "New Direction in Worker-Management Relations: U.5 and U. S. S. R.," conference, Hofan University, Hempstead, N.Y. Contastion Cultural Center, Hofstra University, Hempstead, N.Y. 11550-1090; (30-463-5669).
28: Constitute Workshop on convisibility. 463-5669.

28: Copyrighta. Workshop on copyrightar and its impact on libraries. University of North Carolina. Chapel Hill. N.C. Coplact: Conferences and Institutes, University of North Curolina, Campus Bostova, Priday Center, Chapel Hill. N.C. [27599-1020; (919) 962-2643, fax (919) 982.

2001.

3-14: Faculty. "Understanding and Deling With Difficult Faculty." seminar.

Kansas State University, Denver. Contect: Center for Faculty Evaluation and Development of Faculty Evaluation and Development. Development, Kansas State University 1615 Anderson Avenue, Manhattan, Kan 66502-1604; (800) 255-2757 or (913) 53).

Attorneys, Adolphus Hotel, Dallas, Cottact: Anniouise Roark, Meetings Manie

Cumbridge, Mass. Contact: PSL, Suit 315, 815 Second Avenue, New York

315. 815 Second Avenue, New 10017; (212) 986-0989.

23-15: Freshman yasr, "The Freshman Year Program at the Small Liberal-Aris College," workshop, Central Methodist College and Council of Independent Colleges, St. Louis. Contact: Donald Eldson, Dean of the College, Central Methodist College, Fayette, Mo. 65248; (816) 248-3391.

3-15: North Camilia. "North Camilia."

NAFEO

"Educating for the 21st Century"

17th National Conference on Blacks in Higher Education • March 18-22, 1992

Dr. Oswald P. Bronson, Sr., Chairman, NAFEO Board of Directors • Dr. Benjamin F. Reaves, Chairman, 17th National Conference Committee Representing 117 Historically and Predominantly Black Colleges and Universities

8. Teacher Education

12:30 pm - 2:00 pm

10 Black Male

12. Bluck Church

2:30 pm - 4:00 pm

2:30 pm - 4:00 pm

2:30 pm - 4:00 pm

NAFEO/US, Deportm

2:30 pm - 4:00 pm

2:00 pm - 4:00 pm

4:00 pm- 5:00 pm

4:15 pm - 6:15 pm

5:30 pm - 7:00 pm NAFEO Presidents'/Cha Business Meeting

Education

11:16 am - 12:15 pm College High Tech Students' Session

13. Achieving Justice and Expadity

Africa and African American Linkages in Higher

NAFFO/Internal Revenue Service Seminar

6:15 pm - 7:00 pm High Tech and STIB Interviews and Reception

General Session "United States Presidential Candidates"

Confirmed Speakers (Other Speakers to be Confirmed)

Dr. Edward D. Barlow, Jr., Creating the Pature, Inc.; The Honomble Mervyn Dymally, U.S. Congress; The Reverend Jesse Jackson, D.C. Shadow Senator; Mr. Chuck Morrison, Vice President, African-American and Hispanic Consumer Marketing, The Coca-Cola Company; Dr. Ronald Roskens, Administrator, U.S. Agency for International Development; Dr. Barbara Sizemore, Professor, University of Pittsburgh; Reverend Leon H. Sullivan, President, International Foundation for Education and Self-Help; Dr. Carolynn Reid-Wallace, Assistant Secretary for Postsecondary Education, U.S. Department of Education.

Preliminary Conference Schedule

9:00 am - 12:30 pm HIGH SCHOOL DAY 9:00 am - 5:00 pm 9:00 am - 12:30 pm 1992 HIGH SCHOOL DAY 10:00 am - 10:50 am GENERAL SESSION 11:00 am - 12:15 pm 10:00 am - 12:45 pm Blacks on Predominantly White Cumpuses Community Colleges 2:00 pm - 2:50 pm OPENING GENERAL SESSION 11:00 am - 12:15 cm

3:00 pm - 5:00 pm NAFEO/Internal Revenue Service (IRS 11:00 am - 12:15 pm Opening Session NAFEO/AIDS Workshop 3:00 pm - 5:00 pm U.S. Department of Defense Workshop 11:00 am - 12:30 pm

3:00 pm - 5:30 pm 11:00 am - 12:15 pm CONCURRENT SPECIALIZED SESSIONS 7 - 9 3:00 pm - 5:30 pm 7. Creative initiatives for HBCUs Part I - Financial Plauming Part II - Presidential Manuscement Intern

1:30 pm - 5:30 pm 3:00 pm - 4:15 pm CONCURRENT SPECIALIZED SESSIONS 1 - 6 1. Legislative Issues 2:00 pm - 5:00 pm 2. Cooperative Education NAFEO/U.S. Agency for International Development

5:30 pm - 7:00 pm Board of Directors Meeting NAFEO/US. Agency for International Development Workshop THURSDAY, MARCH 19, 1992 7:30 am - 5:00 pm d. Public Relations 8:30 am - 10:00 am

8:30 am - 10:30 am NAFEO/HIV/AIDS Workshop 8:30 am - 12:00 pm Division of Organ Transplantation Meeting with Selected Black College Representatives 8:30 am - 10:00 am NAFED/US. Agency for International Develop

U.S. Department of Defense Workshop

WEDNESDAY, MARCH 18, 1992

8:00 am - 5:00 pm NAFEO Science & Technology Advisory

Meeting of HBCU Physical Education Directors

7:00 am - 5:00 pm

9:00 am - 5:00 pm

9:00 am - 5:00 pm

9:30 am - 10:30 am

12:00 noon - 1:15 pm

To be aired Via Satellite

Science & Technology Laurcheon

1:00 pm - 3:00 pm Status of Minorities in Higher Echication

Press Office

8:30 am - 10:00 am Blacks on Predominantly White Campuses 8:30 am - 12:00 noon NAPEO/National Endowment for the Humanities 9:00 am - 9:15 am RIBBON CUTTING CEREMONY - 1992 NAFEO EXHIBITS

9:00 am - 2:00 pm OPEN EXHIBITS 9:00 am - 11:00 am 9:00 am - 11:00 am

11:30 am - 1:00 pm Congressional Awards Luncheon 9:00 am - 12:00 noon NAFEO's Corporate Advisory ('om (Invitational)

3. International Business Machines (IBM) 3:45 pm - 5:30 pm 4:30 pm - 6:30 pm CONCURRENT SPECIALIZED SESSIONS 4 - 6 National Association of Personnel Workers 6. Professional Schools 5:30 pm - 6:30 pm 7:00 pm HENERAL SESSION Pre Conference Musical Selections by HBCU Students Musical Extravaguaza FRIDAY, MARCH 20, 1992 6:30 am - 5:00 pm Conference Registration (Closed for Lunch 1230 pm - 130 pm) 7:00 am - 8:20 am BREAKFAST 8:00 am - 5:00 pm 9:00 am - 9:50 am 9:00 am - 10:30 am High Tech Students' Presentations 9:00 am - 12:30 pm and 2:00 pm - 6:00 pm NAFE() Career Resource Center and Job Fair 9:00 am - 12:30 pm and 2:00 pm - 6:00 pm OPEN EXHIBITS

7:30 pm - 10:00 pm Cabaret - Performing Arts Expo and Buffet SATURDAY, MARCH 21, 1992 6:00 am - 2:00 pm Conference Registration (Closed 11:30 am - 12:30 pm for lunch)

7:00 am - 8:30 am BUFFET BREAKFAST "Alumni Issues" 8:30 am - 9:00 am Special VIP Tour of Exhibit Hall 9:00 am - 12:00 noon OPEN EXHIBITS 9:00 am - 9:45 am "Legal Issues Affecting Black Colleges and Minority Students" 9:00 am - 11:15 am 9:00 am - 12:00 noon NAFEO/National Endowment for the Humaulties Warkshop 9:45 am - 11:30 am NAFEO/US. Department of Defense Worksho 10:00 am - 11:16 am CONCURRENT SESSIONS 14 - 17

14. Strengthening Black Colleges/Universities 16. Afrocentrism 17. Hospitality/Testing 10:00 am - 11:15 am PEPSI-COLA/NAFEO WORKSHOP

10:00 am - 11:15 am NAFEO/U.S. Agency for International Development "Linkages with the Peoples Republic of China" 2;30 pm - 4:00 pm CONCURRENT SPECIALIZED SESSIONS 10 - 13 11:30 am - 1:15 pm

1:30 pm - 3:00 pm Networking with Presidents/Chancellors (closed) 1:30 pm - 3:00 pm Invitational Networking Research Seminar on Blacks in Higher Education

1:30 pm - 4:00 pm NAFEO/Notional Endowment for the Humanities 1:30 pm - 3:00 pm Networking Black Female Presidents

3:00 pm - 4:30 pm DISTINGUISHED ALUMNI PRE HONORS CEREMONY 4:30 pm - 7:00 pm BANQUET REGISTRATION

6:00 pm - 7:00 pm GENERAL RECEIPTION 7:30 pm - 10:30 pm LEADERSHIP AWARDS BANQUET Special Recognition to 1992 Distinguished Alumni

10:30 pm - 1:00 em

SUNDAY, MARCH 22, 1992 8:00 am - 8:55 am Executive Session for NAFEO's Presidents/ Chancellors

....

11:00 am - 12:00 noon

Title on Badge

Fees and Policies NAFEO'S ANNUAL MEETING - MARCH 18-22, 1992, WASHINGTON HILTON HOTEL, DC

Please mail to NAFEO by March 1, 1882, or bring this form along with payment to On-Site Registration.

Pre-registrations are non-refundable after March 1, 1982. PLAN AA NAFEO SUBSCRIBER - NAFEO's deluxe plan which entitles the registrant to a complete Plan A configuration of the complete Plan A configuration of the complete Plan A configuration of the complete Plan A configuration of the complete Plan A configuration of the complete Plan A configuration of the complete Plan A configuration of the complete Plan A configuration of the complete Plan A configuration of the complete Plan A configuration of the complete Plan A configuration of the con TENSUATION and a full range of VIP services during the year. Privileges received during the NAFEX) conference include special NAFE() hage, a membership certificate, reserved seating at all lunchrouns and the leadership awards bareput, a special registration area/hospitality suits. Special registration to Black Excellence sule. Special services received throughout the year include one year's subscription to Black Excellence Magazine; NAFEO INICALS and NAFEO UPDATE New subscription. NAFEO INICALS and NAFEO UPDATE New subscript. stical fact book ravel discounts, and a full year's subscription in the NAFE () Decount Variation and Trave This model discounts, and a full year's subscription in the NAFE () Decount Variation and Trave his. This special discount vacation and travel club has many benefits and curns substantial disc for sense. iox savings on resort condo accommodations; but and breaklast referral guide; discount tours to major lestinations such as Hawaii; car rental savings up to 40% additional discount travel coupliss; foll-free travel dysory senders. advisory service; up to 6% reliate on air travel expenses; free flight insurance; Recreational Vehicle rentals at avings up to 20%; listing of Lourist attractions; amusement parks offering discounts on admission, products or Kryless and

avices and much more. \$1,000. PLAN A includes all assistons, activities and conference materials, 2 hunchesus, 2 breakfasts, 2 receptions and the Landership Assistance. ie Leadership Awards Banquet. \$300.

PLAN B includes sessions only and conference materials. \$195. PLAN C - Fundraising Leadership Awards Barquet—thus is the highlight of the conference, which brings logalist leadership Awards Barquet—thus is the highlight of the conference, which brings logalist leadership Awards Barquet—thus is the highlight of the conference, which brings logalist leadership Awards Barquet—thus is the highlight of the conference, which brings logalist leadership Awards Barquet—thus is the highlight of the conference, which brings logalist leadership Awards Barquet—thus is the highlight of the conference. logither leadership detection Awards Barapet—thus in the highlight of the conference, white colleges and the broader community. NAFEO recognizes national leaders and those in the field of black higher education whose dedicated service, exemplary careers, and contributions to the education of Black Americans ment them a position of high honor. Hanquet tickets will be held for pick up at the conference site. Pre-purchased

tables of ten tickets will be mailed, return receipt requested. Duplicate tickets cannot be issued. The Banquet will have open seating. Only tables of ten will be assigned space. \$3000. PLAN D includes all sessions, conference materials, 2 luncheons, 2 breakfasts, and 1 reception. Does not

include the Leadership Awards Banquet nor its preceding reception. \$450. One-Day Sessions only \$140/per day. Meals (Lunch/Reception \$40/each)/Breakfast \$35 each (Friday Breakfast; Friday Lunch; Sohurday Breakfast; Saturday Lunch, Friday Reception)

Exhibit Book: An exhibit contract with floor pinn is available upon request from the exhibit manager at _ to cover the cost registration for: Mail check to : NAFRO, Lovejoy Building, 400 12th Street, N.E., Washington, DC 20002 (202) 543-9111. ON-SITE REGISTRATION - Wednesday, March 18, 1902, 800 am - 500 pm, Thursday, March 19, 1982, 800 am -

500 pm, March 20, 1992, 630 am - 500 pm, March 21, 1992, 6:00 am - 2:00 pm and 4:00 pm - 7:00 pm. (Limited to 40 characters including spaces)

(Limited to 40 characters including spaces)

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Coming Events

Continued From Page A42
13-15: Philosophy, "Person and Being,"
conference, Metaphysical Society of
America, Villanova University, Villanova, Pa. Contact: Oliva Blanchette, Philosophy Department, Boston College, Chestnut Hill, Mass. 02167.

14-17: Aging. Annual meeting, American Society on Aging, Town and Country Hotel, San Diego. Contact: AsA, 833 Market Street, San Francisco 94103; (415) 543-

manities Foundations for Teachers: a Na-tional Consultation and Planning Proj-ect." Association of American Colleges. Sheraton Baltimore North Hotel, Tow-son, Md. Contact: AAC, 1818 R Street, N.W., Washington 2009; (202) 387-3760.

15-16: Admissions. College fair, National Association of College Admission Counselors, Springfield, Mass. Contact: Nacac, Suite 430, Alexandria, Va. 22314; (703) 836-2222, fax (703) 836-8015.

18-17: Fund raising. "The Magic Relation-ship: Making the Non-Profit Profitable." seminar. Institute for Charitable Giving. Fisherman's Wharf Marriott Hotel, Sar Francisco, Contact: 100, 500 North Mich igan Avenue, Chicago 60611; (312) 222-9757, fax (312) 222-9411.

18-18: Marketing. "Sound Strategles: Marketing Northwest," national conference, National Council for Marketing and Public Relations, Seattle. Contact: Karen Jones, (206) 577-2354, or Becky Olson, (303) 353-9918.

(303) 353-9918.

18-18: Religion. "Faces of Diversity," annual meeting. National Association of College and University Chaplains, Scartit-Bennett Center. Nashville. Contact: Ron Flowers, Four University Plaza, P.O. Box 4038. Atlanta 30302-4038; (404) 651-2468.

16-17: Institutional advancement. "Promoting Your Campus Via Radio, Television, and Video." workshop, Council for Advancement and Support of Education, Forum Hotel, Chicago. Contact: CASE.

(202) 328-5900.

18-17: Teaching, "Improving College Teaching," seminar, Kansas State University, Denver. Contact: Center for Faculty Evaluation and Development, Kansas State University, 1615 Anderson Avenue, Manhattan, Kan. 66502; (800) 255-2757 or (913) 532-5970.

18-18: Computers. "Connections: Technology and Learning." conference on microcomputers in education, Arizona State University, Tempe, Ariz. Contact: Elaine Phares, Arizona State University, Community Services Center, Tempe, Ariz. 85287-0908; (602) 965-7363.

16-18: Higher education, "Empowering the Academic Leader: Developing and Employing Humanistic Leadership Skills in Professional Educational Organizations," workshop, Center for Educational Development and Academic Services tional Development and Assessment, San Diego. Contact: CEDA, P.O. Box 172314, Memphia 38187-2314; (901) 682-9761, fax

(901) 362-7608.

16-20: Technology and education, international conference on technology and education, Radio Shack and other sponsors. Paris. Contact: ICTB, Radio Shack Edu-cation Division, 1600 One Tandy Center, Fort Worth 76102.

St. Patrick's Day

17-19: Media. "Maximum Impact—Designing Presontation Systems." video-conference, George Washington University Contact: Arione Polinsky, (202) 994-8233, fax (202) 994-5048.

16 Minorities. "Student-College Interview Session," Southeastern Regional Office of National Schofarship Service and Fund for Nogro Students, Sheralon Hotel and Towers, Boston, Contact: SERO-NESPNS, 965 Martin Luther King, Jr., Drive, N.W., Atlanta 30314-2947; (404)

577-3990.

38-46: Teaching. "Teaching Thinking and Problem Solving." seminar, Kansas State University, Denver. Contact: Center for Faculty Evaluation and Development, Kansas State University, 1615 Anderson Avenue, Manhattan, Kan. 66502-1604: (800) 255-2757 or (913) 532-5970, fax. (913) 532-5637.

lescent: the Nation's Concert and its Response," conference, University of Wisconsin-Stout and other sponsors, San Antonio, Tex. Contact: Kim R. Palk, Of fice of Continuing Education/Extension and Summer Session, University of Wis-

Oniversity, Durham, N.C. 27706.

20: Art education. "Alternative and Innovative Methods and Media," conference for art educators, Edinboro University, Edinboro, Pa. Contact: Connie Mullineaux, (814), 732-2406.

20: Education. "Men and Women: Issues of Gender and Sexuality," conference, Association for Humanistic Education and Development, St. John's University, Jamaica, N.Y. Contact: Andre McKenzie, (718) 990-1371. consin-Stout, Menomonie, Wis. 54751; (715) 212-2693, (800) 45-srout, fax (715) 232-3385. 18-201 Non-institional education. "Satellites and Education." conference. West Chester University, West Chester, Pa. Contact: Nancy McIntyre, Recitation Hell 302D, School of Education, West Chester, Pa. 19383; (215) 436-2393.

201 Fund raising. "CASE Study of a Total Development Effort at a Two-Year Institution," workshop, Council for Advancement and Support of Education, Harrisburg Area Community College, Harrisburg, Pa. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900. 18-20: Personnel. "Pro-Profossional Teacher Interview Sominar," sa: Gallup, 301 South 68th Street; Lincoln, Neb. 68510; (800) 288-8592 or (402) 489-9000. 18-21; Disabilities and technology, "Tech-

lanthropy Report, Stanford, Cal. Contact: Jenny Warwick, Managing Director, Corporate Philanthropy Report, Suite D. 2727 Fairview Avenue East, Scattle nology and Persons With Disabilities," conference, California State University at Northridge, Los Angeles Airport Marriott Hotel, Los Angeles, Contact: Harry
J. Murphy, Office of Disabled Student
Services, California State University,
1811 Nordhoff Street, Northridge, Cal.

91330; (818) 885-2578, fax (818) 885-4929.

18-21: Political science and sociology.

"1492-1992: New Worlds, New Directions, and New Challenges," joint annual meeting. Southwestern Political Science Association and Southwestern Sociologi-

cal Association, Hyatt Regency Hotel, Austin, Tex. Contact: John D. Robert-son, Department of Political Science, Texas A&M University, College Station,

Tex. 77843-4348 or H. Paul Chalfant, De-

Tex. 77843-4348 or H. Paul Chalfant, Department of Sociology, Box 4590, Texas Tech University, Lubbock, Tex. 79409-1012; (806) 742-2400.

18-21: Popular culture. Annual meeting, Popular Culture Association, Louisville, Ky. Contact: Pca. Popular Culture Center, Bowling Green State University. Howling Green, Ohio 43403; (419) 372-7861.

18-22: Higher education. "Educating for the 21st Century," annual meeting, Na-tional Association for Equal Opportunity

in Higher Education, Washington Hilton Hotel, Washington. Contact: NAFEO, Lovejoy Building, 400 (2th Street, N.E., Washington 20002; (202) 543-9111.

Washington 20002; (202) 543-911f.

19: Education. "Addressing New Challenges for Business in Education Reform: Responding to National and Local Initiatives." conference Board, Fairmont Hotel, Chicago, Contact: Conference Board, 845 Third Avenue, New York 10022-6601; (212) 759-0900, fax (212) 980-7014

and Constraints: Sites of Composing and Communicating, "conference on college composition and communication, National Council of Teachers of English, Cincinnall. Contact: NCTE, IIII Kenyon Road, Urbana, III. 61801; (217) 328-3870.

18-21: International studies. "Europe 1992: Challenges of Change," conference, East Carolina University, Greenville, N.C. Contact: Martin Schwartz, Department of Foreign Languages and Literature, East Carolina University, Greenville, N.C. 27858-4353.

18-21: Rural areae. "Progressive Tradi-

19-21: Rural areae. "Progressive Tradi-tion: Reaping the Benefits of Rural Edu-

cation," conference, American Council on Rural Special Education and National Rural and Small Schools Consortium, Little America Hotel and Towers, Salt Lake City, Contact: Kay S. Buil, Oklahoma State University, 309 North Murray, Stillwater, Okla. 74078; (405) 744-6036, fax (405) 744-6756.

18-21: Students, Annual conference on at-risk students, Ocorsia Southern Univer-sity and Southern Association of Colleges and Schools, Hyatt Regency Hotel, Sa-vannah, Ga. Contact: John W. Miller, LB 8013. Georgia Southern University

8013, Georgia Southern University, Statesboro, Ga. 30460-8013; (912) 681-

19-22: Philosophy. Meeting, Association for Symbolic Logic, Duke University, Durham, N.C. Contact: Angelika Landard Marketing Paradiana

gon, Mathematics Department, Duke University, Durham, N.C. 27706.

(212) 980-7014.

98102; (206) 329-0422. 98102; (206) 329-0422.
20: Minorities. "Student-College Interview Session." Southeastern Regional Office of National Scholarship Service and Fund for Negro Students, Park Plaza Inn, New Haven, Conn. Contact: 8ERO-NSSFNS, 965 Mortin Luther King, Jr., Drive, N.W., Atlanta 30314-2947; (404) 577 1909.

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20: Teating. "Improving College Testing." seminar, Kansas State University, Denver. Contact: Center for Faculty Evaluation and Development, Kansas State University, 1615 Anderson Avenue, Manhatian, Kan. 66502-1604; (800) 255-2757 or (913) 532-5970, fax (913) 532-5637.

29 30 31

20: World's Fairs. Symposium on World's Fairs. Smithsonian Institution. Washing

Fairs. Smithsonian Institution. Washington. Contact: World's Fairs Symposium, Smithsonian Institution Libraries, Nita 24M2, Mac154. Smithsonian Institution. Washington 20560.

20-21: Assessment. "Documenting Educational Effectiveness: a Values-Based Approach Linking Vision and Assessment," workshop, Marian College, Hyatt-Regency Hotel, Chicago. Contact: International Values Institute, Marian College, 45 South National Avenue. Fond du Lac. York 10022-6601; (212) 759-0900, fax (212) 980-7014.

19: Fund raising. "How to Develop a Successful Planned-Giving Program," seminar, Nova University, Fort Lauderdale, Fia. Contact: Nova University, Office of Continuing Education, 201 Mailman-Hollywood Building, 3301 College Avenue, Fort Lauderdale, Fia. 33314.

19-20: Academic advising, Regional conference, National Academic Advising Association, Peoria, III. Contact: Rob Bertram or Ray Zarvell, (309) 677-2420.

19-20: Academic advising Regional conference, National Academic Advising Association, Saratoga Springs, N.Y. Contact: Greg Hall, (617) 891-2147.

19-20: Business officers. "Budgeting for Academic and Student-Services Personnel," workshop, National Association of College and University Business Officers, St. Louis. Contact: NACUBO, Professional Development Department, Suite 500, One Dupont Circle, Washington 20036; (202) 861-2520.

19-21: English. "Contexts, Communities, and Constraints: Sites of Composing and Communication, Nation. South National Avenue, Fond du Lac. Wis. 54935; (414) 923-8140, fax (414) 921-8228.

20-21: Personnel, "A Complete and In-20-21: Personnel. "A Complete and Innovative Approach to the Employment
Function for Smaller Colleges," professional-development program, College
and University Personnel Association,
Back Bay Hilton Hotel, Boston, Contact:
Lucia Cretella or Karen Simon, CupA,
Sulte 503, 1233 20th Street, N.W., Washington 20036; (202) 429-0311, ext. 6,
20-21: Philosophy. "Power and Gender,"
conference, Radical Philosophy Association, Baltimore, Contact: Philosophy Department, Morgan State University, Baltimore, 21239.

timore 21239.

20-21: Solence writing. "Communications Institute for Biomedical Scientists: Strategles for Writing Resourch Articles," University of Tennessee, Memphis. Contact: Barbara J. Kuyper, Department of Health Informatics. University of Tennessee, Eight South Dunlap Street, Memphis 38161: 19015 528-5432.

phis 38163; (901) 528-5432.
20-22: Film. "Film. Individualism. and Community," national conference, Sallsbury State University and Susquehanna University, Radisson Plaza Lord Baltimore Hotel, Baltimore, Contact: Ronald Dotterer. Department of Facility Survey Dotterer, Department of English, Susquehanna University, Selinsgrove, Pa. 17870; (717) 372-4199.

20-22: Philosophy. "Six Objectors to Descartes" Six Meditations," conference. Virginia Polytechnic Institute and State University. Biacksburg. Va. Contact: Roger Ariew or Marjoric Orene, Department of Philosophy. Visited Polytechnic

Roser Arlew or Marjorle Grene, Department of Philosophy, Virginia Polytechnic Institute and State University, Blacksburg, Va. 24061; (703) 231-4564.

20-22: Welt Whitman. "Walt Whitman Facing West: a Symposium on the Death of the Post." California State University, Fresno, Cal. Contact: Jerome Loving. (209) 278-7082, fax (209) 278-2006.

22: Admissions. Collège fair, National Association of Collège Admission Counseiora, Indianapolis Convention Center, Indianapolis. Contact: NACAC, Suite 430, Alexandria, Vs. 22314; (703) 836-2222 fax (703) 836-8015. 29-22: Health administration. Annual meeting. Association of University Programs in Health Administration, Omni Shoreham Hotel, Washington. Contact: Auptica. Suite 503, 1911 North Port Myer Drive, Arlington, Va. 22209; (703) 524-5500.

22: Personnei. "Maximizing Staff Development and Training While Minimizing Costs," professional-development program. College and University Personnel Association. Boat Miles House Association, Back Bay Hilton Hotel, Boston. Contact: Lucia Cretella or Karen Simon, cupa, Suits 503, 1233 20th Street, N.W., Washington 20036; (202) 429-0311.

ext. 6.
22-24: Fund raising. "The Magic Relation

22-24: Fund raising. "The Magic Relationship: Making the Non-Profit Profitable," seminar, Institute for Charitable Giving, Denver Marriott-City Center Hotel, Denver. Contact: 1ca. 500 North Michigan Avenue, Chicago 60611; (312) 222-9757, fax (312) 222-9411.

22-24: Higher education, Annual meeting of the Commission on Institutions of Higher Education, North Central Association, Hyatt Regency Hotel, Chicago. Contact: Susan Van Kollenburg, North Central Association, 159 North Dearborn Street, Chicago 60601.

22-25: Conferences and events. Conference for college and university conference and events managers, Association of Conference and Events Directors International, Orlando, Fla. Contact:

ternational, Orlando, Fla. Contact:
Ronna Love, Coordinator, Acedi, Colorado State University, Rockwell Hall,

Fort Collins, Colo. 80523-0002; (303) 491-5151.

Institute for Continuing Professional Eduention," Harvard University and Pennsylvania State University, Cambridge Mass. Contact: Ltdp:, 339-C dutman Li-brary. Harvard Graduate School of Edu-cation. Cambridge, Mass. 02138; (617)

success courses, College Survival Inc., Detroit, Contact: csr, 2650 Jackson Bon-levard, Rapid City, S.D. 57702-3474;

levard, Rapid City, S.D. 57702-3474; (800) 528-8323, fux (605) 343-7553. 23-24: Higher education, "Assessment and Curriculum Reform," conference, George Mason University, Virginia Beach, Contact: (703) 993-2090. 23-24: Institutional advancement, "Parents 19-24: Institutional auvanagement. Furents and Grandpurents Programs: Creating a Special Link," workshop, Council for Advancement and Support of Education, Omni Biltmore Holel, Providence, R. I.

Ontal Biltmore Hotel, Providence, R.1. Contact: CASF, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

23-24: Institutional advancement, "Special Events That Work," workshop, Council for Advancement and Support of Education, J. W. Marriott Hotel, Atlanta, Contact Science Carlo 400, 11 Dupont Circle

nact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

28-25: Business officers. "Intermediate Fund Accounting," workshop, National Association of College and University Business. Officers & College and University Business Officers, Kansus City, Mo. Contact: NACURO, Professional Development Department, Suite 500, One Dupont Washington 20036; (202) 861-

23-27: Comenius. "Contenius's Heritage and the Education of Man for the 21s Century: Conference on the 400th Anni versary of His Birth." Charles and Come nius Universities, Prague, Contact: Jo-seph F. Zacek, Department of History, State University of New York, Albany,

14-25: Information. Spring meeting, Coali 24-28: Information. Spring meeting. Coalition for Networked Information Task Force. Sheraton City Centre Hotel. Washington. Contact: Joan Lippincott. CIN. 1527 New Hampshire Avenue. N.W., Washington 20036; (202) 232-2406. fax (202) 462-7849.
24-26: Wolding. Annual convention. American Welding Society. McCormick Place Bast, Chicago. Contact: Aws. 550 N.W. LeJoune Road. P.O. Box 351040. Miami 33135; (305) 443-5935. fax (305) 443-7598.
26: Philosophy. Symposium on bedonland.

8: Philosophy. Symposium on hedonism. Rochester Institute of Technology, Rochester, N.Y. Contact: David B. Suits, Colester, lage of Liberal Arts, Rochester Institute of Technology, Rochester, N.Y. 14623-

25: Student personnel. Seminar on student success courses, College Survival Inc. Dallas, Contact: Cat. 2650 Jackson Boule vard, Rapid City, S.D. 57702-3474; (800) 528-8323, fax (605) 343-7551.

28-2525, 183 (603) 343-7553, 28-271 Computers. "National Net '92; Advancing the Leading Edge," mational conference, Educing, Loews U.Enfant Plaza Hotel, Washington, Contact: 110-006, (202) 872-4200, https://doi.org/10.1006/

28-27: Drug abuse, "Alcohol Policy and Community Action: Agendes for To-day," national conference, National As-sociation for Public Health Policy, Shera-ton Washington Hotel, Washington, Con-tact: Jo Lynn Reda, National Association of State Alcohol and December 11: ton Washington Hotel, Washington, Contact: Jo Lynn Reda, National Association of State Alcohol and Drug Abuse Directors, Suite 642, 444 North Capitol Street, N.W., Washington 20001; (202) 783-6868.

26-27: Ethics and business. "The Ethics of Business in a Global Economy." conference, Council for Ethics in Economics, Columbus, Ohio. Contact: Paul M. Minus, CEE, 125 East Broad Street, Columbus, Ohio 43215.

28-27: Fund raising. "Workshop for Newcomers in Development," Council for Advancement and Support of Education, Forum Hotel, Chicago. Contact: CASE. Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

28-28: Philosophy. Pacific-division meeting, American Philosophical Association. Soattle. Contact: Annual conference, International Association on the Fantastic in the Arts, Fort Lauderdafe, Fla. Contact: Donald Palumbo. English Department, Shippensburg, Pa. 17257; (717) 532-1485.

Pa. 17257; (717) 532-1495 or (717) 264-26: Disabilities, "The Americans With Dis-

abilities Act: Disabled People in the Workplace and the Supervisor's Role. Workplace and the Supervisor's Role."
conference, Tri-University Consortium
on Disability Policy, Sulfolk University,
Boston. Contact: David Pfeiffer, Department of Public Management, Sulfolk University,
Boston 02108; (617) 573-8316.
26-27: Business and education. "New
Strategies in Educational Improvement
and Workforce Preparation," annual
conference, National Association for Industry-Education Cooperation, Sheraton
Inn, Buffalo, N.Y. Contact: NAIEC, 235
Hendricks Boulevard, Buffalo, N.Y.
14226; (716) 834-7047.
28-27: Higher education, "Cases, Classroom Research, and Conversations From
the Teching/Learning Community,"
annual colloquium on
teaching and fearning, Massachusetts

Bay Community College, Welley, Hills, Mass. Contact: Elizabeth Fide Massachusetts Bay Community Col-50 Onkland Street, Wellestey Hills, Ma 02181: (617) 237-1100, ext. 146, fat it:

namics, and Ethics, Columbus, Ohio.
Contact: Richard De George, Philosophy
Department, University of Kansas, Luwrence, Kan. 66045.
27-28: Paolities. "Residence-Hall Sufety
and Security" workshop, Association of
and Security Housing Officers 26-27: Institutional research. "Skit; the Future: Professional Development Institutional Research." forum, Institutional Research." forum, Institutional Research. "Nashville. Ind. Contact: Keat Grunts, Butler University. Indianapolis 40: (317) 283-9526.

Hutter University, Indianapolis 40:
26-27: Libraries. "Funding and the Proof the Academic Library," spring contents of College and Research Library and the College and Research Library and the College and Research Library and the College and Research Library and the College and Research Library and Reacon Street, Boston 6216; (617) 27
26-27: Non-traditional education, "No Pathways to a Degree: Using Technologies to Open the College," worked Annemberg/cpa Project, Missing: State University, Starkville, Miss Cellegt; Robert R. Leiter, Dean, Missing: State University, Starkville, Miss Cellegt; Robert R. Leiter, Dean, Missing: State University, Starkville, Miss Cellegt; Robert R. Leiter, Dean, Missing: State University, Starkville, Miss Cellegt; Robert R. Leiter, Dean, Missing: State University, Starkville, Miss Cellegt; Robert R. Leiter, Dean, Missing: State University, Starkville, Miss Cellegt, Misson, Lander College, Greenwood, S. C. 2649; (803) 229-8335.

26-28: Administration, "The Trick to Be a Chair," annual conference of comean ty-college chairs and instructional at cers, National Community College Office of Life Contents (602) 47
26-28: Aesthetics, Division metals.

(406) 721-9616.
27-28: Philosophy. Meeting, West Virginia Philosophical Society. West Virginia University, Morgantown, W.-Va. Contact: Fred Seddon, Philosophy Department, Wheeling Jesuit College, Wheeling, W. Va. 26003. 26-28: Aesthetics. Division media American Society for Aesthetks, Be College, Annandale-on-Hudson, Ri Contact: (914) 758-6822, ext. 270. 27-29: Philosophy. Meeting. American Catholic Philosophical Association. San Diego. Contact: Therese Druart, School of Philosophy. Catholic University of America, Washington 20064. 16-28: Assessment. National conference on outcomes assessment, Montelai State College, Upper Montelair, N.J. Control Robert D. McCormick, Director, 06 of Institutional Assessment, Rass Bi Room 122, Montclair State College, IS pur Montclair, N.J. 07043; (201) B.

America, Washington 20064. 27-29: Sexual orientation and the media. "Constructions of Lesbium. Bisexual, Oay Identities in the Popular Media."

mposium, Swarthmore College

Art Department, Swarthmore College,

ence, Society for the Advancement of So

do-Economics, University of California, Irvine, Cal. Contuct: SASE, 714H Gelman

Library, 2130 H Street, N.W., Washing

2749 Teaching. Workshops on teaching whiting and thinking, Bard College. Annuale-on-Hudson, N.Y. Contact: Judi Snith, Institute for Writing and Thinking.

Berd College, Annandale-on-Hudson

All Adult oducation. "Adult Teaching Treats," ganual conference, Northeast-era University, Boston. Contact: (617) 407-2425.

28-29: Critical thinking, "Critical I broking Teaching Strategies," regional institute, Foundation for Critical Thinking, Den-

Potendation for Critical Thinking, Denver. Contact: Center for Critical Thinking. Sonoma State University. Robinett Park, Cal. 94923; (707) 664-29411.
28-31: Business officers. "Forum on Right-sizing," National Association of College and University Business Officers. St. Louis. Contact: NACUMO. Professional Development Doppartment, Suite Vol.

Development Department, Suite 4(8), One Dupont Circle, Washington 2(8)37, (20) 84, 2526

symposium on developmental education. Annual symposium on developmental education. New York College Learning Skills Association, Newde Country Club, Ellenville. N.Y. Contact: Barbara Risser. Associate Professor of English, Onondaga Community College. Syracuse, N.Y. 13215; (315) 469-244.

272-9757, fax (312) 222-9411.

28-April 1: Student personnel. "Commitments We Honor: Voices. Visions, Values," annual conference. National Association of Student Personnel Administratora, Cincinnati. Contact: (202) 265-7500.

30-31: Business athics. "International Perspectives on Business Ethics." conference, Bentley College. Waitham. Mass. Contact: Judith Kamm. Center for Husiness Ethics, Bentley College, 175 Forest Street, Waitham. Mass. 02154: (617) 891-3031. Business and higher education. "Delivering Education and Training to College Board. Washington. Conference. College Of Adult Learning Services. College Of College College. College Of College. College. College Of College.

N.Y. 12504; (914) 75X-74X4.

arthmore, Pa. Contact: Daniel Smartt

26-28: English. Annual spring confere National Council of Teachers of Emis Washington. Contact: NCTE, 1111 kg yon Road. Urbana, 111. 61801; (217) B

26-28: Higher education, "Retrieva Tradition, Projecting a Future: Residential Colleges in the 21st Century," in national conference on residental o leges and living/learning centers, Not east Missouri State University Kirksville, Mo. Contact: Dean of the Gleges, Northeast Missouri State University y. Kirksville, Mo. 63501; (816) 785-42 fax (816) 785-4181.

fux (816) 785-4181.
28-28: History, Conference on the him, of Christianity, American Society, Church History and American Cable, Historical Association, Notre Dane, bl. Contact: History Conference, Cable, Center, University of Notre Dane, bl. 46556; (219) 239-5441.
28-28: Language Hughas, "Language

46556; (219) 239-5441.

26-28: Langaton Hughes, "Lagging Hughes, the Man and the Writer," of Ference, Lincoln University and National Findowment for the Humanities, Lincoln University and National Findowment for the Humanities, Lincoln University and National Production of the Humanities, Lincoln University and National Production of the Humanities, Lincoln University and National Production of the Humanities, Lincoln University and National Production of the Humanities, Lincoln University and National Production of the Humanities of the Humaniti Findowment for the Humanities, Lines University, Pa. Contact: (215) 932-880

26-28: Languages. Annual meeting. 305 west Conference on Lunguage Technic Reno. Contact: Jan Herrera. 10724 Tecres. Northglenn, Colo. 80234; (30) 65

26-28; Media, Regional colloquium, A ciation for Education in Journalism Mass Communication, Stone Mouses
Ga. Contact: Walluce B. Bherhard, brancher of Journalism, University
Georgiu, Athens, Ga. 30602; (404) 54
5033 or Greg Lisby, Department of Communication, Georgia State University
Allanta 30303; (404) 51-3200.

49-2424.
28-31: Fund raising. "Seize the Opportunity," seminar, Institute for Charitable Giving. Washington Marriott Hotel. Washington. Contact: (cu. 500 North Hichgan Avenue, Chicago 60611; (312) 22-957, fax (312) 222-9411.
28-Aaril 1; Student managenel. "Cummit-

Atlanta 30303; (404) 651-3200.

26-28: Pearl Buck. "The Pearl S. Bud Centennial Symposium: Building Bries Between Asia and America." Randold Maccon Woman's College. Lyschool Va. Contact: (804) 846-9689.

26-28: Personnel. "Benefits Update." pofessional-development program, Collegand University Personnel Associated Omni Netherland Plaza Hotel. Cicken att. Contact: Lucia Cretella or Karaf Smon, Cupa. Suite 503, 1233 20th Sirel N.W., Washington 20036; (202) 429-031 ext. 6. 26-29: Cultural studies. "Textual Technologies: Text. Image, and History.... Com

ference on the Historicity of ference on the Historicity of Cultude IIIs Technical Means of Production.
Texas A&M University, College Station.
Tex. Contact: Jeffrey N. Cox. Interdistry Dinary Group for Historical Literal Plinary Group for Historical Literal Study, Department of English, Texal A&M University, College Station, Texal A&M University, College Station, Texal Co

Contact:
Office of Adult Learning Services. Collice of Adult Learning Services. College Board, 45 Columbus Avenue. New York 19023; (212) 713-8101.
30-31; international studies. "J. A. Comenhis and Slovak Culture." Charles and Comenlies Universities. Bratislava. Czechoslovakia. Contact: Joseph F. Zack, Department of History. State University of New York. Albany. N.Y. 30-31; Management 1997. A&M University, College States 77843; (409) 845-3451.

26-29: Higher education. "Ro-Formisi is Major: Principles. Practices, and folicis," regional conference, Association of American Colleges, Chicaso, Contact Thomas Jeavons, Associate Director of Programs. AAC. 1818 R Street, N.W. Washington 20009; (202) 387-3760.

27: Business officers. "OMB A-131." workshop, National Association of Colleges and University Business Officers. Kashon, National Association of Colleges City, Mo. Contact: NACUBO, Professional Development Department, Saissional Development Department, Sais

38-31: Management. "Implementing Total Quality Management in Colleges and Universities." conference, International Mich. Contact: Donna McKenna. 1177C. Sults Seven. 209 Cooper Avenue, Upper Montclaft, N.J. 97043; (800) 282-8684 dr. (2017) 753-4403. Consinued an Following Page

CONFERENCES, WORKSHOPS, CALLS FOR PAPERS

EDUCATING TEACHERS FOR AMERICA 2000: A CHALLENGE TO HIGHER EDUCATION

A National Teleconference March 19, 1992 3:30 - 5:30 pm

An invitation to those who make and influence policy related to the education of our nation's teachers: University and College Presidents, Provosts, and Governing Boards University Deans of Arts, Sciences, and Education University Faculty in Arts, Sciences, and Education

Lamar Alexander, Secretary of Education, John Akers, IBM Chief Executive Officer, and panelists from higher education will address a significant role for higher education in the AMERICA 2000 national education initiative. Examples of technology's impact on learning and on educating teachers will be presented Key questions discussed will be:

O How can teachers use technology to create a community of learners in the classroom?

O How can technology be used to educate teachers about "nev

U How can higher education support this technology-based global community of learners for new teaching and learning?

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A CONFERENCE SPONSORED BY THE INSTITUTE FOR HIGHER EDUCATION LAW AND GOVERNANCE UNIVERSITY OF HOUSTON LAW CENTER

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LODGING Conference participants are responsible for making their own hotel reservations by calling the Wyndham Warwick Hotel (5701 Main, Houston, TX 77005) (Telephone: 713-526-1991). Please make reservations as suon as possible to guarantee accommodations. The rate for conference participants is \$79 single or \$89 double. Be sure to identify yourself as a participant in the conf

from the UH campus will be provided.

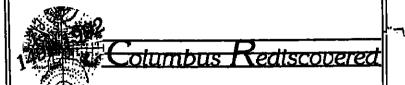
INFORMATION For more information about the conference, contact the Institute for Higher Education Low and Governance, University of Rm. 3, Houston, TX 77204-8370 Telephone. 713-749-2567 Fax: 713-749-2567.

Call for Papers and Sessions

The Association for the Study of Afro-American Life and History (ASALH) will hold its 77th Annual Meeting, October 7 - 11, 1992 at the Westin Crown Center in Kansas City, Missouri

Proposals and/or abstracts for workshops, individual papers and session should be received by April 1, 1992. Dr. Edward Beasley Address all materials to:

Program Chair Penn Valley Community College 3201 S.W. Traffic Way Kansas City, MO 64111 1-816-932-7600 ext. 728



ANNOUNCING 1492-1992: Columbus Rediscovered Slippery Rock University March 27-29, 1992

An interdisciplinary symposium designed to re-examine the Columbian enterprise and its multiple effects. Featured visiting scholars include nationally known anthropologist Dr. Alice Kehoe of Marquette University, Columbus experts Dr. Q. Foster Provost of Duquesne University, Dr. Djelal Kadir of the University of Oklahoma, and Dr. Marvin Lunenfeld of Fredonia College. A series of roundtables and lectures will touch on subjects such as the origins of Columbus, transatiantic blotic exchanges, the effects of exploration on native populations, literary images of the New World and Columbus, the history of slavery and race relations in the Americas, teaching about Columbus, and demographic changes in Pennsylvania occasioned by Italian immigration.

1492-1992: Columbus Rediscovered has been designated an Official Quincentenary Project by the federally established Christopher Columbus Quincentenary Jubilee Commission.

Admission to all sessions will be free and open to the public. For nformation concerning meals and lodging, contact: Dr. Hannah C. Zinni, Department of Modern Languages and Cultures, Silppery Rock University, Slippery Rock, PA 16057, telephone 412/738-2402.



*** * *** THE SIXTH ANNUAL

National Conference on Student Retention

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CONFERENCES, CALLS FOR PAPERS

NORTH AMERICAN

PAN AFRICAN CONFERENCE

May 1-3 • Savannah, GA

CALL FOR PAPERS

Conference papers related to issues facing Africans in North America are invited. Panel presentations on Economics, International Business, Politics, Culture, Women's Issues, Education, Science and Technology, Health and Medicine, Youth, and Religion. Submit 200 word abstract by April 10, 1992.

> Contact: Dr. Ja A. Jahannes Chair, Pan African Movement, U.S.A. Box 20059 Savannah State College Savannah, GA 31404 Tel. 912 356-2208

Call for Case Studies

Institute for Nonprofit Organization Management University of San Francisco

The Institute is seeking case studies to be published in its newly established Nonprofit Management Case Study Collection, a national resource for the teaching of nonprofit organization management. Possible subjects include, but are not limited to: governance, management of human resources, resource development, financial management, strategy and management of change, organizational effectiveness, and othics.

Cases will be reviewed by a panel of experts and monetary prizes awarded for the best cases of the year.

For further information, please contact Ken Koziol, Curriculum and Publications Manager, Institute for Nonprofit Organization Management, 4306 Geary Blvd., Suite 201, San Francisco, CA 94118-3004 (415) 750-5180.

A Call for Published Papers on the "Glass Ceiling" and Upward Mobility of Women in Corporate Structures

The Women's Bureau of the U.S. Department of Labor seeks published papers and ongoing research on the "glass ceiling" and other upward mobility studies on women in corporate

Material will be used to augment a resource library on the glass ceiling and in the development of programs to implement the Secretary of Labor's Glass Ceiling Initiative.

For further information contact: Dora Carrington, Administrative Officer, Women's Bureau (202) 523-6606; or write, Women's Bureau, Box GC, U.S. Department of Labor, 200 Constitution Avenue, N.W., Room S-3311, Washington, D.C.

CALL FOR PARTICIPATION

The Fourth Annual Internationalization Forum of the East-West Center October 13-22, 1992

Practical cross-cultural learning experiences for internationally minded individuals with responsibilities and professional interests in international relationships in government, education, business and voluntary organizations.

A Forum working toward establishing a global network of internationally minded individuals who are concerned with the process and problems of communicating and collaborating across national boundaries.

Theme: Nationalism and Internationalization

Application deadlines July 15, 1992

Call (808) 944-7607 or fax (808) 944-7670 for brochure and registration informa-

Larry Smith, Forum Coordinator Institute of Culture and Communication East-West Center, 1777 East-West Road Honolulu, Hawaii 96848

Coming Events

Continued From Preceding Page 30-April 1: Education. "Creating the Quali-ty School." conference. University of Oklahoma, Norman, Okla. Contact: Edward Chance, Director, Center for the Study of Small/Rural Schools, Universily of Oklahoma, 555 Constitution, Nor-man, Okla. 73037-0005; (405) 325-1711.

Balan, Okta, 1903-1903; (403) 123-1711.

80-31: Environment. "A Forum on Central Europe: an Environmental Research and Education Agenda for Urban Settlements and Sustainable Development," Association of Big 8 Universities, Manhattan, New Control Division (Control Kan. Contact: Division of Continuing Education. 141 College Court Building.
Kansas State University, Manhattan. Kan. 66506; (913) 532-5569 or (800) 432-

n22.

30—April 1: Student loans. "Student-Loan Management and Collections." workshop, National Association of College and University Business Officers and National Association tional Association of Student Financial Aid Administrators, St. Louis, Contact:

NACUBO, Professional Develonment Department, (202) 861-2520.

30-April 2: Computers. Symposium on parallel processing, Association of Computing Machinery and other sponsors, Beverly Hills, Cal. Contact: Larry Canter, Computers Systems Approach Inc., Suite B. 1140 South Raymond Avenue, Fullerton, Cal. 92631; (714) 738-3414.

30-April 3: Selegae education Research

30-April 3: Solence education. Research conference on science education. Gordon conference on science education. Gordon Research Conferences. Ventura, Cal. Contact: Gordon Research Center. University of Rhode Island, Kingston, R.I. 02881-0801; (401) 783-4011 or (401) 783-3372, fax (401) 783-7644.

81-April 1: Student recruitment, "Recruit ing the Adult Student," workshop, Coun-cil for Advancement and Support of Edu-cation, Chicago, Contact: (202) 328-5900.

Deadlines

A symbol (a) marks items that have not appeared in previous issues of The Chronicle.

March 15: Black studies. Applications for Rockefeller Foundation fellowships. Contact: Gwen Tolbert, Office Manager, Center for the Study of Black Literature and Culture, University of Pennsylvania, 3803 Walnut Street, Philadelphia 19104. March 15: Humanities. Applications from faculty members at historically black colfaculty members at historically black colleges and universities for fellowships for
graduate study in the humanities. Contact: Catherine Brown Tkacz, Division of
Fellowships and Seminars, National Endowment for the Humanities, 1100 Pennsylvania Avenue, N.W., Washington
20506; (202) 786-0466.

March 15: International Issues. Applications for Hubert H. Humphrey Fellowships for unclassified doctoral-dissertation research in arms control and disarmament. Contact: Hubert H. Humphrey

tion research in arms control and disarmament. Contact: Hubert H. Humphrey Fellowship Program, Operations Analysis. U. S. Arms Control and Disarmament Agency, Washington 20341. (For further information, see Federul Register. October 16, Page 51,875)

March 16: Humanities. Applications for fellowships for interdisciplinary, comparative research on the theme "Constructing the Body in the 17th and 18th Centuries." Contact: Center for 17th- and 18th-Century Studies, Suite 1548, 1100 Glendon Avenue, Los Angeles 90024; (310) 206-8552, fax (310) 206-8577.

March 31: Children's literature. Applications for fellowships for research using the de Grummond Collection. Contact: Dee Jones, de Grummond Collection. Southern Station Box 5148, University of Southern Mississippi, Hattiesburg, Miss. 39406-5148; (601) 266-4349.

March 31: German studies. Applicants from March 31: German studies.

March 31: German studies. Applicants fro young scholars for postdoctoral resident fellowships for studies in the social sciences. Contact: Bosch Younger Scholars Program in the Social Sciences, American Sciences of Sciences of Sciences of Sciences of Sciences of Sciences of Sciences of Sciences of Sciences of Sciences of Sciences of Sciences of Sciences of Sciences of Sciences of Sciences can Institute for Contemporary German Studies, Johns Hopkins University, Suite 350, 11 Dupont Circle, Washington 20036; (202) 332-9312.

20036; (202) 332-9312.

April 1: Engineering and government. Applications for participation in the American Society of Mechanical Engineers' Federal Government Fellowship Programs, in which fellows work with the staff of a Congressional committee, U.S. Senator or Representative, in the White House Office of Science and Technology Policy, or in the U.S. Commerce Department's Office of Science and Technology Policy, or in the U.S. Commerce Department's Technology Administration during 1992-93. Contact: Pamela Roznoy, American Society of Mechanical Engineers, Suite 906, 1828 L. Street, N.W., Washington 20036; (202) 785-3756, fax (202) 429-9417. April 1x Adult aducation. Applications for fellowships for research on "Adult Learning, Assessment, and Reflection." Contact: Judy Remingion, National Center on Adult Learning, Empire State College of State University of New York. One Union Avenue, Saratoga Springs, N.Y. 12866; (518) 587-2100, ext. 287. April 1: Africa. Applications for short-term fellowships for research in West Africa. in any discipline. Contact: Sheri Price Council of American Overseas Research

Centers, Suite 3123, 1100 Jefferson Drive, S.W., Washington 20560. April 1: Black studies. Applications for the Letitin Woods Brown Graduate Fellowship in African-American History and Culture. Contact: Graduate School of Arts and Sciences, George Washington University, Phillips T-212, Washington

20052; (202) 994-6210. April 1: Humanities. Applications for fellowships for Spring 1993. Contact: Virginia Center for the Humanitles, 145 Ednam Drive, Charlottesville, Va. 22903-3207; (804) 924-3296.

March 15: History and political science. Applications for travel grants to do research in Ford Library collections on U.S. do-mestic and foreign uffairs and politics in the 1970's. Contact: David Horrocks, Gerald Ford Library, 1000 Beal Avenue,

Gerald Ford Library, 1000 Beal Avenue, Ann Arbor, Mich. 48109; (313) 668-2218.

March 15: Humanities. Applications for grants for Elementary and Secondary Education in the Humanities. Contact: National Endowment for the Humanities. Room 302, 1100 Pennsylvania Avenue, N.W., Washington 20506; (202) 786-0377.

March 15: Languages. Applications for grants for foreign-language education. Contact: National Endowment for the Humanities. Room 302, 1100 Pennsylvania Avenue, N.W., Washington 20506; (202) 786-0373.

(202) 786-0373. March 15: Law. Applications for small grants for projects to "enhance under-graduate students" education about law, the legal process, and law's role in socie-ty. "Contact: Joshua Lazerson, Commission on College and University Nonpro-fessional Legal Studies, American Bur Association, 541 North Fairbanks Court. Chicago 60611-3314.

for grants for College-School Parineror grants for College-School Partner-ships to Improve Learning of Essential Academic Subjects, contact: Sherrin Marshall, Fund for the Improvement of Postsecondary Education, Department of Education, Room 3100, Regional Office Building 3, Seventh and D Streets, S.W., Washington 20202-5175. For further in-formation, see Federal Building.

Washington 20202-5175. For further information, see Federal Register, January 14, Pages 1,628-9.)
Merch 23: Community service. Applications for grants under the National and Community Service Act of 1990. Contact: Commission on National and Community Service, P.O. Box 33119, Washington 20033; (202) 724-0608.

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March 31: Energy research. Application for grants for graduate trainerships in en-ergy-related science and engineering dis-ciplines. Contact: Donna J. Prokop, Edu-cation Programs Manager. Office of Uni-versity and Science Education Programs, Office of Energy Research, ER-82, De-partment of Energy. Washington, 2008. partment of Energy, Washington 20585; (202) 586-8949. (For further information. sec Federal Register, Pebruary 11, Page

see reagral Register. Pebruary 11, Page 4,998.)
March 32: Humanities. Applications for grants for studies "that examine prevailing assumptions about human beings and their social systems." Contact: Rollo May Center for Humanities Studies. May Center for Humanistic Studies, Say-

brook Institute, 1550 Sutter Street, San-Francisco 94109; (415) 441-5034.

April 1: Humanities. Applications for grants for higher-education programs in the hu-manities. Contact: Division of Educations manities. Confact: Division of Education Programs, National Endowment for the Humanities. Room 302, 1100 Pennsylvania Avenue, N.W.. Washington 20506; (202) 786-0380.

April 1: Humanities. Applications for grants to conduct institutes in the humanities during aummer 1993. Contact: National Endowment for the Humanities, Room 316, 1100 Pennsylvania Avenue. N.W.

April 1: Humanities, Koom 316. 1100 Pennsylvania Avenue, N.W., Washington 20506; (202) 786-0463.

April 1: Humanities. Applications from national organizations and learned societies for grants to enable American scholars to missing recognition to the Light States and

tor grants to enable American scholars to pursue research in the United States and abroad on foreign cultures and to collaborate with foreign colleagues. Contact: National Endowment for the Humanities. Room 318, 1100 Pennsylvania Avenue. N. W., Washington 20506; (202) 786-0204. April 3: Bilingual education. Applications for grants under the Developmental Bilingual Education Program, Contact: Socorro Lara or Robecca Richey. Department of Education. 400 Maryland Avenue.

ment of Education, 400 Maryland Ave-

nue, S. E., Room 5086, Switzer Building Washington 20202-6641; (202) 732-53; (For further information, see Fedn. Register, January 30, Pages 3,618-9)

June and July in Cambridge, Mass Ceres and Color Line in Manusement Development by Bram. (617) 495-3572.

March 15: Philosophy. Applications for paticipation in the annual session of the Color Line in the annual session of the Color Line in the annual session of the Color Line in the annual session of the Color Line in the annual session of the Color Line in the annual session of the Color Line in the Application. Remembrance, and Communication. Remembrance, and Rohssa, 404 Abstracts of participation at the pressible presentation at the American Society of Mechanical Linuitation. Remembrance, and Rohssa, 405 (812: 4021 554-3617.

March 15: Philosophy. Application of the Indian Angusta in Perugin, Italy. Contact Richard A. Induru. 105 Reserved annual conference on fluids centification. Science 1 Hall, West Virginia University of Mechanical Linuitation. Remembrance, and Rohssa, 405 (812: 4021 554-3617.

March 16: Ruesal Structs of Development and Rohssa, 404 (19) Application. Application. Remembrance, and Rohssa, 404 (192) 554-3617.

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Management of Lifelung Education, tolk held in June in Cambridge, Mass. Contact: Management of Lifelung Education, tolk tact: Management of Lifelung Education, Ohio. Contact: Richard K. MacMaster, History Department, Bluffun, Ohio College, Bluffton, Ohio 48417.

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MacMaster, History Department, Bluffun College, Bluffton, Ohio 48417.

bridge, Muss. Contact: Institute for Educational Management, 339C Julman Drary, Harvard Graduate School of Education, Cambridge, Mass. 02138; 645-

April 6: Administration. Applications for participation in a summer institute for women in higher-education administration, to be held in June and July in 801. participation in a summer institute for women in higher-education admission tion, to be held in June and July in Bat Mawr. Pa. Contact: Betsy Metzer, M-sistant Director, Higher Education & source Services-Mid-America, Univer-ty of Denver, Colorado Women's Color

ty of Denver, Colorado Women's Colles (Campus, Denver 80220; (303) 871-686 pril 24: Experiential Jeanning, Application for participation in the National Institute on the Assessment of Experiential Learning to the held in June in Princetos, NJ ingression to the held in June in Princetos, NJ possible presentations at the annual conference of the Council for Adult and Experiential Learning, to be held in November 1997 of the Council for Adult and Experiential Learning. Contact: Debra Dagavarian, Director National Institute, Thomas Edison San College, 101 West State Street, Trestor

March 15: Health, Research papers for po-sible presentation at the annual code-ence of the National Wellness Institute to be held in July in Stevens Point, Wis Contact: (715) 346-2172. March 18: Interdisciplinary studies. Propos

March 15: Interdisciplinary studies. Propose also on the theme "Myth and Knowledge for possible presentations at a confidence of the control ence, to be held in May in Newfoundland ence, to be held in May in Newfoundard Contuct: Michael Coyne or Georg Gar ther. Sir Wilfred Grenfell College, Memo-rial University of Newfoundland, Coms Bruok, Newfoundland A2H 6P9; 1788 637-6333, fax (709) 639-8125.

March 18: Interdisciplinary studies. E says on the themes. The Rediscovery America and Europe, 1992: Socio-Cult al. Philosophical, and Spiritual Roots "Democratization in the Communistry World: Promise and Reality," for passible publication in Journal of Interditional Programment of ounary Studies: an International Jouna of Interdisciplinary and Interfaith Die loque. Contact: Institute for Interdisci-plinary Research, Suite II, 2828 Thirl Street, Santa Monica, Cal. 90405; (21) 396-0517.

March 15: International studies. Proposition possible presentations at a conferent for possible presentations at a conferent for possible presentations. on Nazrul, the Bengali poet, to be held a May in Medford, Mass. Contact: Abdis Inh Shibli, Stonehill College, North Easton, Mass. 02375; (508) 230-9509. fat

(\$08) 238-9253.

March 18: Ronald Reagan. Proposals for possible presentations at a conference. "Ronald Reagan: 40th President of the United States." to be held in April 1993 in New York. Contact: Natalie Datiol of Alexei Ugrinsky, Conference Coordinators, Hofstra Cultural Center, Hofstra University, Hempstead, N.Y. 11536.

(516) 463-5669.

March 16: Telecommunications. Proposals for possible presentations at the annual meeting of the Telecommunications Policy Research Conference, to be held in September in Solomons, Md. Contact Telecommunications Policy Research Conference, P.O. Box 19203, Washington 2014. (516) 463-5669. March 16: Telecon

ton 20036.
March 20: Acathetics. Proposals for positional for positions of the control of the co bie presentations at the annual meeting of the the Rocky Mountain Division of the

American Society for Aesthetics, to be held in July in Santa Fe, N.M. Contact: held in July in Santa Fe, N.M. Contact: Donald J. Driscoll, Philosophy Program, University of Southern Colorado, Patch-to, Colo. 81001; (719) 549-2104, fax (719)

March 15: Education management. April cuttons for participation in the Management Development Program, to be belt fact: Management Development Development Development Development Development Development Program, (617) 495-3572.

March 15: Philosophy. Application.

02138; (617) 495-3572.

April 1: Management. Applications for reticipation in the Institute for Educated Management, to be held in July in Cabbridge, Muss. Contact: Institute for Factorial Conference of the Caribbean Association. of Professionals and Scholars, to be held in June in Washington, Contact: Caribbe-an Association of Professionals and Scholars, 617 Kennedy Street, N.W.,

to be held in August in Las Vegas. Con-tact: William A. Hamel, Association of Management, Route 17, Cleorge Washington Highway, P.O. Box 1301, Grafton, Va 23692-1301; (804) 479-5363.

periente of the Council for Admit the 2-3-periential Learning, to be held in Novem-ber in Orlando, Fla. Contact: c At 1. Smite 510, 223 West Jackson Houlevard, C Inca-go 66666; (312) 922-5909, fax (312) 922-1760

Merch 31: Philosophy. Papers for possible presentation at an international congress on violence and human coexistence to be held in July in Montreal. Contact: Venant Cauchy, Philosophy Department, University of Montreal, Montreal 1130, 337, Canada.

ull 1: American studies. Proposals on the theme "The American Home: Material Culture, Domestic Space, and Family Life," for possible presentation, at a con-

pursuant to this request.

after this time and date will not be considered.

Neville Thompson, Office of Advanced Studies, Winterthur Museum, Garden and Library, Winterthur, Del. 19735

pril 1: Ethnic studies. Manuscripts on the theme "Ethnicity and Public Policy," for possible publication in Explorations in Ethnic Studies. Contact: Gretchen M. Bataille, Explorations in Ethnic Studies National Association for Ethnic Studies Department of English, Arizona State University, Tempe, Ariz, 85282-0302; (602) 967-9238.

April 1: Grammar. Proposals on the theme

"The Teaching of Grammar" for possible presentations at a conference, to be held In June in Williamsport, Pa. Contact: Ed Vavra, Associate Professor of Rhetoric, pii: 112, Pennsylvania College of Technology, One College Avenue, Williamsport, Pa. 17701; (717) 326-3761, ext. 7736. April 1: International education, Proposals on the theme "Higher Education Reform in Europe and America" for possible presentations at a conference of the Amer can Association of University Adminis trators, to be held in Innsbruck, Austri in September, Contact: Virginio Pincei, Covernors State University, University Park, III. 60466; (708) 534-5000. April 1: Phenomenology, Papers on the theme 'Allegory Old and New: Creative

0883, fax (615) 974-2712.

Blography. Short biographies of distinguished Americans who died during the years 1971 through 1980 for possible inclusion in the Dictionary of American Bi-ography. Contact: Karen E. Markoe, State University of New York Maritime College, Fort Schuyler, Bronx, N.Y. 10465. ity and Continuity in Culture," for possible presentation at an international con ference on phenomenology, to be held in June in Luxembourg, Contact: A-T. Typuters on Campus," for possible presen-tations at a conference, to be held in No-vember in Columbia, S.C. Contact: Com-

mieniecka, World Phenomenology Insti-tute, 348 Payson Road, Belmont, Mass. 02178; (617) 489-3696.

April 1: Phenomenology, Papers on the theme "Chronos and Kairos; the Propi-tions Moment in Creativity, the Passions, and Intentionality," for possible presentation at a conference of the World Ph nomenological Institute, to be held May in Messene, Greece, Contact: A: Tymieniecka, World Phenomenology I stitute, 348 Payson Road, Belmon Mass 02178; (617) 489-3696.

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April 6: Rhetoric and composition. Propos-als for possible presentations at a confer-ence on rhetoric and composition, to be Davida Charney, Department of English Pennsylvania State University, University Park, Pa. 16802.

April 10: Africana, Papers on issues facing Atricans in North America for possible Activans in North America for possible presentations at a conference, to be held in May in Savannah, Ga. Contact: Ja A. Juhannes, Chair, Pan African Movement, U.S.A., Box 20059, Savannah State College, Savannah, Ga. 31404; (912) 356-2308.

pril 10: Assessment, Proposals for poss ble presentations at an international con ference, "Assessing Quality in Higher Education," to be held in July in Enschede, the Netherlands, Contact: Trudy W

REQUESTS FOR PROPOSALS

RFP 2447

REQUEST FOR PROPOSALS Retirement and Tax-Deferred Variable

Annuity Certificates

of the Rhode Island Board of Governors for Higher Education is soliciting

The Rhode Island Department of Administration/Office of Purchases, on behalf

Proposals from qualified firms to offer investment vehicles and administrative services to employees of the board, under its defined contribution retirement

This is a request for proposals, not a request for bid; responses will be evaluated on the basis of the relative merits of the proposal, in addition to price; there will be no sald.

be no public opening or reading of responses received by the office of purchases

Offerors must provide documentation describing their qualifications to provide

the services required, including staff vitae, and a listing of similar contract or clients undertaken within the previous twenty-four (24) months.

interested firms or individuals may submit proposals to provide the services colored by this request on or before April 3, 1992 at 4:00 p.m. Proposals received after the services.

Proposals (an original plus 20 copies) should be mailed or hand-delivered in a sealed envelope marked:

request number to: Department of Administration, Office of Purchases, One Capitol Hill, Providence, RI 02908. Attention: Mr. John R. Young, Administrator, Purchasing Systems.

A copy of the request may be obtained by calling in person (only) at the office of

purhases during normal business hours, citing the RFP number shown above-

"RPP: Retirement and Tax-Deferred Variable Annuity Certificates", and the

Holt Avenue, Knoxville, Tenn. 37996 4350; fax (615) 974-2712. pril 10: Illinois. Proposals for possible presentations at a symposium on Hilnois history, to be held in December in Spring-fletd, Ill. Contact: Norcen O'Brien-Davis, Office of Research and Education, Hilinois Historic Preservation Agency, Union Station, 500 Bust Madison Street, Springfield, Ill. 62701; (217) 785-7952.

esthetics. Papers on the theme "Sante

Aesthetics in Contemporary Latino Art."
for possible presentation at a symposium

o be held in August in Atlanta, Contact

Arturo Lindsay, Spelman College, Department of Art, Ilox 296, 350 Spelman Lane, S.W., Atlanta 30314-4399; (404)

seessment. Proposals on the theme "As

sessing Quality in Higher Education," fo

possible presentations at a conference, to be held in July in Enschede, the Nether-

lands. Contact: Trudy W. Banta, Center

tera. Proposals on the theme "Con

puters on Campus, University of South Carolina, Division of Continuing Educa-tion, Suite 200, 900 Assembly Street, Co-lumbia, S.C. 29208; (803) 777-9444 or

(803) 777-2260, fax (803) 777-9357.

Cultural studies. Proposals on the theme
"The Americanisation of Culture." for

rine Americanisation of Culture," for possible presentations at a conference, to the held in September in Swansen, Wales, Contact: Candida Repworth, American Studies Centre, University of Wales,

Swansen SA2 8PP, Wales, United Kingdom; fax (011) 44-792-295719.

engineering, Proposals on the theme "The Puture of Precision Engineering and Me-chatronics in Teaching, Research, and Application," for possible presentations

nt an international symposium, to be held in September in Vienna. Contact: Mark

Fritz, Department of Precision Enginee

Fritz, Department of Precision Engineering and Mechatronics, Technical University of Vienna, Gusshausstrasse 27, A-1040 Vienna.

Ethica. Proposals for articles for publication in The Journal of Information Ethics. Contact: Robert Hauptman, Editor, The Journal of Information Ethics, St. Cloud State University, St. Cloud, Minn. 56301: 6413-355,4932

(612) 253-4822.
Minorities. Proposals on the theme "The Minority Student. Today: Recruitment, Retention, and Success." for possible presentations at a conference, to be held in October in San Autonio, Contact: Minority Evaluations at the Conference. Univ.

nority Student Today Conference, University of South Carolina, Division of Continuing Education, Suite 200, 900 Assembly Street, Columbia, S.C. 29208; (803) 777-9444 or (803) 777-2260, fax (803)

Non-profit organizations, Proposals for pos-

sible pre-entations at the annual confer-ence of the Association for Research on Nonprofit Organizations and Voluntary Action, to be held in October and Novem-

ber in New Haven, Conn. Contact: AR-NOVA, Route 2, Box 696, Pullman, Wash.

99163.
Religious studies. Proposals for possible presentations at the annual conference of the North Carolina Religious Studies Association, to be held in October in Wil-

sociation, to be held in October in When N.C. Contact: Herman Thomas, Department of Religious Studies, University of North Carolina, Charlotte, N.C. 28223; (704) 547-4598, or Jon Young, College of Arts and Sciences, Payetteville State University, Fayetteville, N.C. 28301-4298; (919) 486-1681.

March 81: Administration. Doctoral dissermarch 31. Administration. Doctors disser-lations accepted between July 1, 1990, and June 30, 1991, focusing on crucial is-

sues in the administration of institutions of higher education for consideration for awards from the American Association of University Administrators Foundation. Contact: H. J. Zoffer, Joseph M. Katz Graduate School of Business, University of Pittsburgh, Pittsburgh 15260; (412) 449, 1449.

April 1: folklore. Monographs published

April 1: Folkiors. Monographs published within the past two years for consideration for the Chicago Folklore Prize. Contact: Administrator, Chicago Folklore Prize, Department of Germanic Languages and Literatures, University of Chicago, 1050 East 59th Street, Chicago 1057, (112) 702-8404

60637: (3|2) 702-8494. • April 13: Facilities. Applications for new

April 13: Facilities. Applications for new awards under the College Facilities Loan Program. Contact: John D. Adams or Anne S. Young. Department of Education. 400 Maryland Avenue. S.W.. Room 3022. 808-1. Washington 20202-5339; 2021708-9417 or (2021708-942). (For further information. 860 Federal Resister.

ther information, see Federal Register, February 6, Page 4,686.)

(612) 255-4822.

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